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ABSTRACT

This report contains data collected from 275 school districts in Pennsylvania for the 1978-79 school year. The data reflect policies and practices affecting salaries and staff utilization for professional employees. The report is divided into three major sections. The first presents comparative data for each of 41 variables on a statewide, size, and wealth basis. The second section examines each variable on a regional basis. The third section deals with the interaction of the control variables, district size and wealth, with the dependent variables of staff and salary. Data tend to support the hypothesis that principals serving on less than 12-month contracts earn more salary per month than their year-round colleagues. Teacher salaries appear to be quite comparable to principals' and, in fact, are slightly higher than those of certain elementary principals. Ratios for professional employees and pupils were calculated from data based on weighted average daily membership, not enrollment. (Author/LD)

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Analysis

of

Professional

Salaries and Staff Ratios

1978-79

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EA 011 497

FOREWORD

This report contains data collected from 275 school districts in Pennsylvania for the 1978-1979 school year. The data reflect policies and practices affecting salaries and staff utilization for professional employees.

This monograph is the first in a series of three reports which extends the data presented in the Annual Financial Analysis for Pennsylvania Schools. This report is divided into three major sections. The first section presents comparative data for each variable on a statewide, size, and wealth basis. The second section examines each variable on a regional basis. The third section of this report deals with the interaction of the control variables size and wealth with the dependent variables of staff and salary.

The second monograph in this series will examine fringe benefits for professional employees. The third monograph will examine staff, salaries, and fringe benefits for nonprofessional employees. Due to the positive reaction to the reorganized format developed last year, we are retaining that reporting procedure for the present year. We sincerely hope that this format enables administrators to have easy access to the wealth of information presented in these publications.

The Pennsylvania School Study Council is grateful to the participating superintendents and their staff members for supplying the data which made this study possible.

James J. Vater
Assistant Executive Director

Richard A. Riddle
Administrative Assistant

INTRODUCTION

OMNI reports dealing with professional and nonprofessional data have been combined into three major reports for 1978-1979. This is the first report which presents an analysis of professional salaries and professional employee-pupil ratios. State and regional analysis of variables is based on the same theoretical framework as in previous years. An effort was made to provide a comprehensive analysis which included a new method of examining salaries.

A major portion of the report was based on an analysis of variables using the lst, 25th, median, 75th, and 99th percentiles along with the calculated mean and sample size (N). Sample size indicates the number of districts reporting for individual variables. Thus, low sample size reflected few districts reporting for a variable and/or districts not having data on a specific variable. For example, the sample size was low for both elementary and secondary principals having either 10 or 11 month contracts.

The number of elementary principals serving in 10 and 11 month contracts range from 25 to 32 which is acceptable but does reflect a minimum usage of less than 12 month contracts. The number of secondary principals serving on 10 and 11 month contracts range from 6 to 22 and these statistics should be viewed with extreme caution, since they may not be representative of the population.

In addition, to providing salary comparisons by term and position, an attempt was made to compare various professional salaries on an equitable basis. This basis is a calculated monthly salary arrived at by dividing annual salaries by the number of contract months served. This data are contained in Tables 8 and 12 on pages 5 and 7. The teacher's salary of master's degree plus thirty credits was used as it was the most comparable to the certification requirements of the principalship. Although the reader must again be cautioned due to the occurrence of a few low cells (small N's), two trends are identifiable.

In both Tables 8 and 12, the data tend to support the hypothesis that principals serving on less than 12 months contracts earn more salary per month than their year-round colleagues. Secondly in Table 12, teacher salaries appear to be quite comparable to principals and in fact are slightly higher than certain elementary principals. Due to the low number of principals on less than 12 month contracts, this monthly salary comparison is modified in the regional analysis to show only 12 month contracts.

Ratios for professional employees and pupils were calculated from data supplied by the PDE from FORM DEAS-614. The pupil numbers are based on WADM, not enrollment as was the case in previous years. A note must be made regarding the central office administrator ratios. Some districts evidently receive central office assistance through 0200 positions or "assistant to" positions, thereby making it appear that there are few central office administrators. Hence there are several very high ratios. It should also be noted that our ratios are 1977-1978 data. Salary data in this report are 1978-1979 data.

Data were collected from 275 employer units for the analysis of professional salaries and professional employee-pupil ratios. Forty-one variables were analyzed on a state and regional basis.

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TABLE 1

Current Annual Principal Minimum and Maximum Salaries, State Totals

Position	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Elem. Prin. Minimum	$29,200	$23,500	$21,500	$19,600	$14,000	$21,476	241
Elem. Prin. Maximum	$30,600	$24,800	$23,200	$21,200	$15,200	$23,201	243
Asst. Sec. Prin. Minimum	$28,400	$21,600	$19,900	$18,300	$10,000	$20,110	192
Asst. Sec. Prin. Maximum	$30,100	$23,800	$21,300	$19,600	$15,600	$21,742	196
Sec. Prin. Minimum	$31,200	$25,400	$23,400	$21,600	$14,000	$23,515	244
Sec. Prin. Maximum	$35,700	$27,200	$25,100	$23,100	$17,000	$25,461	247

TABLE 2

Mean Current Annual Principal Minimum and Maximum Salaries
by District Size and Wealth

Size	Elem. Prin. Minimum	Elem. Prin. Maximum	Asst. Sec. Prin. Min.	Asst. Sec. Prin. Max.	Sec. Prin. Minimum	Sec. Prin. Maximum
1	$21,177	$21,177	$19,550	$19,550	$22,413	$22,459
2	$21,439	$21,729	$19,784	$20,179	$23,275	$23,653
3	$21,700	$22,814	$20,112	$20,463	$23,152	$24,135
4	$21,959	$23,071	$19,917	$20,562	$22,997	$25,042
5	$21,647	$23,713	$19,631	$21,067	$24,025	$26,031
6	$20,981	$23,719	$20,018	$22,024	$23,637	$26,297
7	$21,166	$23,923	$20,443	$22.772	$24,315	$26,939
8	$21,735	$25,930	$20,967	$25,076	$24,307	$29,648
MEAN	$21,476	$23,201	$20,110	$21,742	$23,515	$25,461

TABLE 2 (Continued)

Wealth	Elem. Prin. Minimum	Elem. Prin. Maximum	Asst. Sec. Prin. Min.	Asst. Sec. Prin. Max.	Sec. Prin. Minimum	Sec. Prin. Maximum
1	$22,854	$25,250	$20,221	$23,496	$24,293	$27,676
2	$22,880	$24,745	$21,271	$22,934	$25,877	$27,990
3	$21,139	$23,817	$20,145	$22,973	$24,047	$27,268
4	$21,076	$23,477	$19,680	$20,954	$22,903	$25,760
5	$21,452	$23,178	$19,504	$21,752	$23,022	$25,159
6	$21,097	$22,300	$20,232	$20,577	$22,843	$24,200
7	$20,729	$21,126	$19,895	$20,147	$22,422	$22,650
8	$21,329	$21,800	$19,679	$19,768	$22,869	$23,269
MEAN	$21,476	$23,201	$20,110	$21,742	$23,515	$25,461

TABLE 3

Current Average Administrative Salaries, State Totals

Position	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Elementary Principal	$29,500	$24,177	$22,491	$20,559	$15,150	$22,454	253
Asst. Sec. Principal	$28,700	$23,037	$20,961	$19,483	$15,600	$21,200	205
Secondary Principal	$32,503	$26,292	$24,482	$22,800	$17,000	$24,664	258
Business Manager	$38,588	$24,175	$20,000	$16,000	$ 8,500	$20,452	204
Central Office Director/Supv.	$37,325	$27,800	$25,367	$22,481	$12,100	$24,863	76
Assistant Superintendent	$44,211	$30,885	$27,900	$25,000	$18,900	$28,254	112
Superintendent	$54,065	$36,000	$32,550	$29,450	$23,750	$33,204	260

TABLE 4

Mean Current Average Administrative Salaries
by District Size and Wealth

Size	Elem. Prin.	Asst. Sec. Prin.	Sec. Prin.	Bus. Mgr.	C. O. Dir./Supv.	Asst. Supt.	Supt.
1	$21,195	$19,574	$22,390	$14,628	$12,100*	$22,569	$27,995
2	$21,645	$20,212	$23,423	$16,459	$20,540	$32,500*	$30,299
3	$22,204	$20,358	$23,747	$17,509	$20,796	$25,468	$30,582
4	$22,567	$20,284	$24,176	$19,409	$24,951	$27,252	$32,305
5	$22,819	$20,875	$25,288	$20,800	$23,227	$27,167	$33,226
6	$22,413	$21,385	$25,258	$21,920	$24,719	$28,010	$35,192
7	$22,903	$22,025	$26,006	$23,650	$25,461	$30,484	$37,056
8	$23,968	$23,168	$27,221	$25,852	$27,881	$29,920	$39,552
MEAN	$22,454	$21,200	$24,664	$20,452	$24,863	$28,254	$33,204

*One Individual

Wealth	Elem. Prin.	Asst. Sec. Prin.	Sec. Prin.	Bus. Mgr.	C. O. Dir./Supv.	Asst. Supt.	Supt.
1	$23,711	$22,397	$26,216	$22,978	$27,541	$29,695	$36,308
2	$23,929	$22,076	$26,742	$25,381	$24,681	$30,274	$36,999
3	$22,769	$21,951	$26,052	$23,352	$26,156	$29,094	$36,738
4	$22,353	$20,603	$24,602	$18,619	$21,659	$28,656	$33,449
5	$22,658	$21,257	$24,649	$18,820	$26,263	$27,509	$32,829
6	$21,718	$20,499	$23,539	$18,813	$24,683	$25,647	$30,271
7	$21,011	$20,097	$22,597	$16,881	$21,269	$25,677	$29,819
8	$21,567	$19,744	$23,101	$17,237	$19,980	$25,418	$29,429
MEAN	$22,454	$21,200	$24,664	$20,452	$24,863	$28,254	$33,204

TABLE 5

Elementary Principal Minimum Salaries by Contract Number of Months
State Totals

Contract Year	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
10 months	$23,700	$21,300	$19,600	$18,100	$14,100	$19,708	25
11 months	$25,900	$22,000	$20,000	$18,900	$16,000	$20,603	32
12 months	$29,200	$23,800	$22,000	$19,900	$14,000	$21,868	184
Total all contracts	$29,200	$23,500	$21,500	$19,600	$14,000	$21,476	241

TABLE 6

Assistant Secondary Principal Minimum Salaries by Contract Number of Months
State Totals

Contract Year	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
10 months	$24,200	$19,800	$18,000	$17,000	$13,500	$18,396	24
11 months	$25,900	$21,600	$19,000	$18,000	$10,000	$19,767	27
12 months	$28,400	$21,700	$20,300	$18,600	$15,000	$20,495	138
Total all contracts	$28,400	$21,600	$19,900	$18,300	$10,000	$20,110	192

TABLE 7

Secondary Principal Minimum Salaries by Contract Number of Months
State Totals

Contract Year	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
10 months	$25,700	$24,200	$22,700	$21,700	$21,700	$23,567	6
11 months	$28,000	$25,300	$23,400	$21,200	$19,800	$23,386	22
12 months	$31,200	$25,400	$23,200	$21,500	$14,000	$23,527	216
Total all contracts	$31,200	$25,400	$23,400	$21,600	$14,000	$23,515	244

TABLE 8

A Comparison of Monthly Minimum Salaries for Professional Positions
State Totals*

Position	Term	Highest Salary Paid	Average Paid	Median Paid	Lowest Salary Paid	n
Teacher, Master's Plus 30, Minimum	9 mo.	$1,589	$1,190	$1,183	$ 922	205
Elem. Prin., Min.	10 mo.	$2,370	$1,971	$1,960	$1,410	25
Elem. Prin., Min.	11 mo.	$2,355	$1,873	$1,818	$1,455	32
Elem. Prin., Min.	12 mo.	$2,433	$1,822	$1,833	$1,167	184
Asst. Sec. Prin., Minimum	10 mo.	$2,420	$1,840	$1,800	$1,350	24
Asst. Sec. Prin., Minimum	11 mo.	$2,355	$1,797	$1,727	$ 909	27
Asst. Sec. Prin., Minimum	12 mo.	$2,367	$1,708	$1,692	$1,250	138
Sec. Prin., Min.	10 mo.	$2,570	$2,357	$2,270	$2,170	6
Sec. Prin., Min.	11 mo.	$2,545	$2,126	$2,127	$1,800	22
Sec. Prin., Min.	12 mo.	$2,600	$1,961	$1,933	$1,167	216

*Monthly salaries were calculated for each position by dividing the annual salary by the appropriate contract term. Teacher Master's Degree plus thirty credits level was used as this is comparable to principal certification requirements.

TABLE 9

Elementary Principal Maximum Salaries by Contract Number of Months
State Totals

Contract Year	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
10 months	$25,300	$23,300	$21,400	$20,300	$18,700	$21,970	27
11 months	$28,600	$24,500	$22,400	$20,900	$17,000	$23,006	31
12 months	$30,600	$25,100	$23,400	$21,700	$15,200	$23,413	185
Total all contracts	$30,600	$24,800	$23,200	$21,200	$15,200	$23,201	243

TABLE 10

Assistant Secondary Principal Maximum Salaries by Contract Number of Months
State Totals

Contract Year	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
10 months	$25,000	$21,000	$18,600	$18,000	$16,200	$20,004	25
11 months	$25,900	$22,100	$20,700	$19,000	$18,000	$21,315	27
12 months	$30,100	$24,000	$21,500	$20,200	$15,600	$22,185	141
Total all contracts	$30,100	$23,800	$21,300	$19,600	$15,600	$21,742	196

TABLE 11

Secondary Principal Maximum Salaries by Contract Number of Months
State Totals

Contract Year	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
10 months	$29,300	$24,200	$22,700	$21,700	$21,700	$24,167	6
11 months	$29,000	$25,600	$24,100	$22,300	$20,000	$24,300	22
12 months	$35,700	$27,500	$25,200	$23,200	$17,000	$24,613	219
Total all contracts	$35,700	$27,200	$25,100	$23,100	$17,000	$25,461	247

TABLE 12

A Comparison of Monthly Maximum Salaries
for Professional Positions, State Totals

Position	Term	Highest Salary Paid	Average Paid	Median Paid	Lowest Salary Paid	n
Teacher, Master's Plus 30, Maximum	9 mo.	$2,650	$2,048	$2,017	$1,611	206
Elem. Prin., Max.	10 mo.	$2,530	$2,197	$2,140	$1,870	27
Elem. Prin., Max.	11 mo.	$2,600	$2,092	$2,036	$1,545	31
Elem. Prin., Max.	12 mo.	$2,550	$1,951	$1,950	$1,267	185
Asst. Sec. Prin., Maximum	10 mo.	$2,500	$2,000	$1,860	$1,620	25
Asst. Sec. Prin., Maximum	11 mo.	$2,355	$1,938	$1,882	$1,636	27
Asst. Sec. Prin., Maximum	12 mo.	$2,508	$1,849	$1,792	$1,300	141
Sec. Prin., Max.	10 mo.	$2,930	$2,417	$2,270	$2,170	6
Sec. Prin., Max.	11 mo.	$2,636	$2,209	$2,191	$1,818	22
Sec. Prin., Max.	12 mo.	$2,975	$2,134	$2,100	$1,417	219

TABLE 13

A Comparison of Mean Monthly Salaries for Professional Positions by District Size and Wealth[a]

Size	Master's + 30 Min.	Master's + 30 Max.	Elem. Prin. Min.	Elem. Prin. Max.	Asst. Sec. Prin. Min.	Asst. Sec. Prin. Max.	Sec. Prin. Min.	Sec. Prin. Max.
1	$1,143	$1,844	$1,767	$1,767	$1,611	$1,611	$1,865	$1,869
2	$1,171	$1,945	$1,787	$1,818	$1,627	$1,679	$1,930	$1,963
3	$1,185	$1,989	$1,838	$1,901	$1,654	$1,693	$1,927	$2,021
4	$1,171	$2,016	$1,863	$1,954	$1,700	$1,771	$1,918	$2,109
5	$1,195	$2,082	$1,888	$2,016	$1,733	$1,792	$2,026	$2,177
6	$1,191	$2,048	$1,775	$1,997	$1,682	$1,840	$1,977	$2,197
7	$1,213	$2,165	$1,817	$2,038	$1,750	$1,958	$2,026	$2,244
8	$1,227	$2,211	$1,855	$2,193	$1,800	$2,141	$2,023	$2,485
MEAN	$1,190	$2,048	$1,822	$1,951	$1,708	$1,849	$1,961	$2,134

Wealth	Master's +30 Min.	Master's + 30 Max.	Elem. Prin. Min.	Elem. Prin. Max.	Asst. Sec. Prin. Min.	Asst. Sec. Prin. Max.	Sec. Prin. Min.	Sec. Prin. Max.
1	$1,261	$2,233	$1,905	$2,088	$1,721	$1,987	$2,024	$2,306
2	$1,231	$2,181	$1,975	$2,121	$1,786	$1,939	$2,160	$2,348
3	$1,226	$2,126	$1,802	$2,007	$1,712	$1,938	$2,012	$2,288
4	$1,188	$1,984	$1,770	$1,978	$1,657	$1,717	$1,882	$2,137
5	$1,168	$2,033	$1,807	$1,931	$1,653	$1,828	$1,926	$2,094
6	$1,140	$1,911	$1,805	$1,888	$1,707	$1,738	$1,897	$2,018
7	$1,128	$1,901	$1,721	$1,760	$1,698	$1,738	$1,852	$1,874
8	$1,126	$1,382	$1,778	$1,825	$1,690	$1,690	$1,909	$1,950
MEAN	$1,190	$2,048	$1,822	$1,951	$1,708	$1,849	$1,961	$2,134

[a]Monthly salaries were calculated for each position by dividing the annual salary by the appropriate contract term. Teacher Master's Degree plus thirty credits level was used as this is appropriate to compare with principal certification requirements.

TABLE 14

Teacher Salaries - Bachelor's Degree
State Totals

	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Bachelor's Minimum	$12,000	$10,100	$ 9,600	$ 9,000	$ 6,900	$ 9,522	260
Bachelor's 5th year	$14,463	$12,020	$11,650	$11,300	$ 9,500	$11,726	260
Bachelor's Maximum	$20,755	$17,450	$16,540	$15,775	$11,050	$16,624	259
Bachelor's Steps	40	20	19	16	8	19.05	242

TABLE 15

Mean Teacher Salaries for Bachelor's Degree
by District Size and Wealth

Size	Bachelor's Min.	5th Year	Bachelor's Max.	Steps
1	$9,258	$11,294	$15,407	16.9
2	$9,377	$11,497	$16,234	20.1
3	$9,556	$11,653	$16,224	19.3
4	$9,411	$11,722	$16,493	19.7
5	$9,580	$11,745	$16,860	19.5
6	$9,643	$11,728	$16,764	19.6
7	$9,579	$12,089	$17,502	19.3
8	$9,757	$12,073	$17,509	18.3
MEAN	$9,522	$11,726	$16,624	19.1

TABLE 15 (continued)

Wealth	Bachelor's Min.	5th Year	Bachelor's Max.	Steps
1	$9,787	$11,823	$17,192	19.1
2	$9,990	$12,065	$17,651	18.6
3	$9,674	$12,097	$17,273	21.0
4	$9,429	$11,684	$16,412	18.8
5	$9,539	$11,755	$16,624	18.2
6	$9,238	$11,432	$16,136	18.8
7	$9,253	$11,495	$15,940	19.3
8	$9,189	$11,485	$15,780	18.8
MEAN	$9,522	$11,726	$16,624	19.1

TABLE 16

Teacher's Salaries - Master's Degree
State Totals

	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Master's Minimum	$12,482	$10,650	$10,100	$ 9,507	$ 7,800	$10,102	259
Master's + 5 year	$15,218	$12,750	$12,200	$11,750	$10,100	$12,313	260
Master's Maximum	$23,030	$18,675	$17,400	$16,550	$13,768	$17,695	259
Master's Steps	40	21	19	17	8	19.71	242

TABLE 17

Mean Teacher Salaries for Master's Degree
by District Size and Wealth

Size	Master's Min.	5th Year	Master's Max.	Steps
1	$ 9,785	$11,801	$16,283	17.5
2	$ 9,936	$12,004	$17,123	20.9
3	$10,064	$12,209	$17,216	20.0
4	$ 9,921	$12,224	$17,418	20.4
5	$10,152	$12,311	$17,981	20.1
6	$10,279	$12,331	$17,835	20.3
7	$10,255	$12,733	$18,632	20.0
8	$10,402	$12,873	$19,079	18.7
MEAN	$10,102	$12,313	$17,695	19.7

Wealth	Master's Min.	5th Year	Maxter's Max.	Steps
1	$10,524	$12,706	$18,891	19.7
2	$10,677	$12,822	$18,969	19.2
3	$10,381	$12,767	$18,453	21.8
4	$10,073	$12,197	$17,295	19.4
5	$ 9,965	$12,237	$17,568	18.8
6	$ 9,778	$11,875	$16,938	19.6
7	$ 9,684	$11,976	$16,819	20.0
8	$ 9,657	$11,955	$16,590	19.4
MEAN	$10,102	$12,313	$17,695	19.7

TABLE 18

Teacher Salaries - Master's Degree Plus Thirty Credits
State Totals

	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Master's Plus 30, Minimum	$14,300	$11,225	$10,650	$10,158	$ 8,300	$10,709	205
Master's Plus 30, 5th Year	$16,113	$13,559	$12,850	$12,200	$10,100	$12,936	202
Master's Plus 30, Maximum	$25,663	$19,400	$18,150	$17,050	$14,500	$18,428	206
Master's Plus 30, Steps	40	21	19	17	8	19.81	183

TABLE 19

Mean Teacher Salaries for Master's Degree Plus Thirty Credits
by District Size and Wealth

Size	Master's + 30 Min.	5th Year	Master's + 30 Max.	Steps
1	$10,284	$12,209	$16,592	16.7
2	$10,536	$12,546	$17,509	19.9
3	$10,663	$12,854	$17,904	20.2
4	$10,540	$12,768	$18,140	20.5
5	$10,755	$12,842	$18,737	20.2
6	$10,723	$12,936	$18,433	20.6
7	$10,917	$13,426	$19,482	20.6
8	$11,042	$13,588	$19,902	18.9
MEAN	$10,709	$12,936	$18,428	19.8

TABLE 19 (continued)

Wealth	Master's + 30 Min.	5th Year	Master's + 30 Max.	Steps
1	$11,347	$13,812	$20,093	19.3
2	$11,078	$13,314	$19,630	19.3
3	$11,032	$13,437	$19,130	22.0
4	$10,692	$12,794	$17,855	19.7
5	$10,516	$12,742	$18,293	19.6
6	$10,258	$12,183	$17,199	19.6
7	$10,155	$12,421	$17,111	19.3
8	$10,131	$12,438	$17,060	19.5
MEAN	$10,709	$12,936	$18,428	19.8

TABLE 20

Average Teacher Salaries
by District Size and Wealth

Size	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
1	$14,916	$13,438	$12,690	$12,500	$10,877	$12,891	32
2	$16,790	$14,375	$13,375	$12,887	$11,000	$13,722	32
3	$15,713	$14,128	$13,455	$12,764	$12,000	$13,545	32
4	$16,210	$14,300	$13,545	$13,100	$11,500	$13,718	29
5	$16,342	$14,856	$14,175	$13,270	$12,473	$14,279	30
6	$16,600	$15,034	$14,350	$13,765	$13,100	$14,512	30
7	$20,672	$15,390	$14,500	$13,600	$12,500	$14,775	33
8	$17,537	$15,430	$14,900	$14,071	$11,195	$14,867	32
State-wide	$20,672	$14,900	$13,910	$13,130	$10,877	$14,040	250

TABLE 20 (continued)

Wealth	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
1	$20,672	$15,592	$14,748	$13,455	$12,000	$14,850	33
2	$17,400	$15,638	$14,795	$13,892	$12,500	$14,738	32
3	$16,790	$15,390	$14,770	$13,750	$11,195	$14,605	27
4	$16,000	$14,730	$13,937	$13,270	$12,275	$14,044	34
5	$17,009	$14,550	$13,795	$13,170	$11,190	$13,915	33
6	$15,400	$14,128	$13,375	$12,517	$11,500	$13,448	30
7	$15,650	$13,765	$13,414	$12,814	$11,030	$13,467	29
8	$15,034	$14,012	$13,150	$12,501	$10,877	$13,227	32
State-wide	$20,672	$14,900	$13,910	$13,130	$10,877	$14,040	250

TABLE 21

Employee-Pupil Ratios for Professional Positions, 1977-78, State Totals[a]

Ratios	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Elem. Tchr.-Elem. Pupil[b]	33.1	22.7	21.0	19.4	8.8	21.2	269
Sec. Tchr.-Sec. Pupil[c]	43.3	29.6	27.0	25.2	11.8	27.7	269
Principal-Total Pupil[d]	2,351	776	629	539	330	696.6	274
C. O. Admin.-Total Pupil[e]	18,534	2,925	1,966	1,368	433	2,453.5	273
Total Staff-Total Pupil[f]	38.2	22.3	20.7	19.3	9.0	20.9	274

[a]Ratios were calculated utilizing data from the PSSC OMNI Financial Analysis questionnaire and the DEAS-614, 1977-78 sent to Pennsylvania Department of Education.

[b]WADM, 1977-78 grades 1 to 6 divided by Elementary Teachers, Code 0415.

[c]WADM, 1977-78 grades 7 to 12 divided by Secondary Teachers, Code 0420.

[d]WADM, 1977-78 kindergarten to grade 12 divided by Total Principals, Sum of Codes 0020, 0025, 0030, 0035, 0040, and 0045.

[e]WADM, 1977-78 kindergarten to grade 12 divided by Central Office Administration, Sum of Codes 0005, 0009, and 0015.

[f]WADM, 1977-78 kindergarten to grade 12 divided by Total Full-Time Professional Personnel.

TABLE 22

Mean Employee-Pupil Ratios for Professional Positions, 1977-78
by District Size and Wealth

Size	Pupil/ Elem. Teacher	Pupil/ Sec. Teacher	Pupil/ Principal	Pupil/ Central Office	Pupil/Total Professional
1	21.7	26.2	652.3	1,169	20.4
2	21.5	27.5	771.8	1,610	21.2
3	21.6	28.5	763.4	1,914	21.1
4	21.1	27.1	689.3	2,086	20.5
5	21.6	28.3	707.5	2,470	21.5
6	20.8	28.2	691.1	2,732	21.1
7	21.0	28.5	652.1	3,237	20.9
8	20.0	26.9	634.5	4,517	20.0
MEAN	21.2	27.7	696.6	2,453.5	20.9

Wealth	Pupil/ Elem. Teacher	Pupil/ Sec. Teacher	Pupil/ Principal	Pupil/ Central Office	Pupil/Total Professional
1	20.0	24.7	557.0	2,258	18.8
2	20.5	27.7	607.0	2,796	20.5
3	21.6	28.5	587.5	3,187	20.3
4	21.5	28.2	715.2	2,615	21.5
5	20.9	27.9	688.9	2,682	21.5
6	22.1	26.9	714.4	2,248	20.8
7	21.5	28.6	840.3	1,651	21.6
8	21.3	28.5	855.7	2,197	21.7
MEAN	21.2	27.2	696.6	2,453.5	20.9

TABLE 23

Current Payments for Head Coaching Services
State Totals

Position	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Athletic Director (Part time)	$3,250	$2,000	$1,681	$1,325	$450	$1,719	190
Football	$4,200	$2,100	$1,755	$1,500	$772	$1,845	242
Basketball	$5,350	$1,850	$1,525	$1,295	$800	$1,617	262
Wrestling	$2,874	$1,600	$1,400	$1,196	$340	$1,418	230
Baseball	$2,337	$1,125	$ 985	$ 800	$375	$ 999	233
Track	$3,625	$1,200	$1,000	$ 825	$225	$1,043	235
Soccer	$1,455	$1,200	$1,040	$ 840	$440	$1,013	59
Tennis	$1,591	$ 737	$ 620	$ 475	$110	$ 629	146

TABLE 24

Mean Current Payments for Head Coaching Services
by District Size and Wealth

Size	Athletic Director	Foot-ball	Basket-ball	Wrestling	Base-ball	Track	Soccer	Tennis
1	$1,275	$1,478	$1,349	$1,140	$845	$832	$716	$612
2	$1,544	$1,640	$1,526	$1,280	$884	$904	$905	$497
3	$1,710	$1,708	$1,490	$1,373	$969	$986	$900	$554
4	$1,749	$1,709	$1,496	$1,336	$979	$1,024	$926	$553
5	$1,749	$1,787	$1,791	$1,424	$1,081	$1,139	$1,023	$610
6	$1,937	$1,862	$1,581	$1,411	$1,047	$1,023	$1,108	$572
7	$1,926	$2,127	$1,762	$1,513	$1,007	$1,114	$1,052	$668
8	$2,066	$2,302	$1,961	$1,746	$1,142	$1,227	$1,124	$768
MEAN	$1,719	$1,845	$1,617	$1,418	$999	$1,043	$1,013	$629

TABLE 24 (continued)

Wealth	Athletic Director	Foot-ball	Basket-ball	Wrestling	Base-ball	Track	Soccer	Tennis
1	$1,988	$2,047	$1,772	$1,598	$1,108	$1,127	$1,114	$720
2	$1,856	$1,964	$1,877	$1,466	$1,110	$1,184	$1,104	$609
3	$2,001	$2,062	$1,730	$1,470	$1,098	$1,218	$1,122	$704
4	$1,829	$1,836	$1,559	$1,416	$ 925	$ 961	$ 965	$606
5	$1,668	$1,997	$1,782	$1,470	$1,018	$1,077	$ 838	$634
6	$1,634	$1,623	$1,401	$1,328	$ 948	$ 928	$ 955	$519
7	$1,514	$1,622	$1,372	$1,261	$ 890	$ 879	$ 757	$474
8	$1,336	$1,551	$1,447	$1,296	$ 843	$ 911	$ 715	$475
MEAN	$1,719	$1,845	$1,617	$1,418	$ 999	$1,043	$1,013	$629

TABLE 25

Current Payments for Coaching Girls Sports
State Totals

Position	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Basketball	$2,120	$1,241	$1,000	$800	$383	$1,059	256
Track	$1,500	$ 965	$ 782	$600	$223	$ 796	184
Softball	$1,375	$ 860	$ 676	$545	$155	$ 697	193
Field Hockey	$1,725	$1,000	$ 887	$700	$400	$ 880	106
Volleyball	$1,591	$ 700	$ 585	$437	$138	$ 602	152
Tennis	$1,149	$ 713	$ 600	$486	$200	$ 614	114

TABLE 26

Mean Current Payments for Coaching Girls Sports
by District Size and Wealth

Size	Basketball	Track	Softball	Field Hockey	Volleyball	Tennis
1	$961	$603	$577	$740	$484	$633
2	$947	$724	$588	$749	$549	$448
3	$1,028	$844	$719	$895	$536	$598
4	$1,067	$787	$733	$862	$621	$509
5	$1,018	$749	$685	$869	$778	$553
6	$963	$723	$688	$892	$567	$563
7	$1,225	$891	$747	$999	$651	$653
8	$1,266	$949	$788	$944	$636	$733
MEAN	$1,059	$796	$697	$880	$602	$614

Wealth	Basketball	Track	Softball	Field Hockey	Volleyball	Tennis
1	$1,181	$900	$754	$944	$619	$665
2	$1,249	$861	$801	$987	$604	$599
3	$1,143	$850	$757	$964	$588	$698
4	$ 976	$752	$680	$783	$617	$611
5	$1,107	$788	$647	$678	$644	$578
6	$ 964	$807	$646	$805	$548	$492
7	$ 879	$669	$653	$810	$527	$400
8	$ 963	$696	$580	$604	$646	$473
MEAN	$1,059	$796	$697	$880	$602	$614

REGION 1

TABLE 27

Elementary Principal Salaries

	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Min. Salary, 12 months	$26,400	$24,600	$21,800	$19,800	$16,000	$22,281	16
Max. Salary, 12 months	$27,700	$25,000	$23,400	$21,800	$19,200	$23,644	16
Average ALL Contracts	$26,458	$24,800	$22,000	$21,150	$18,783	$22,959	29

No. of Prin. with 10 month terms 6, 11 month terms 4, 12 month terms 16

TABLE 28

Assistant Secondary Principal Salaries

	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Min. Salary, 12 months	$24,200	$21,600	$21,500	$20,400	$18,000	$21,362	13
Max. Salary, 12 months	$27,700	$22,400	$21,500	$20,800	$18,000	$22,008	13
Average ALL Contracts	$26,291	$23,431	$21,500	$20,321	$17,875	$21,928	28

No. of Asst. Sec. Prin. with 10 month terms 5, 11 month terms 6, 12 month terms 13

TABLE 29

Secondary Principal Salaries

	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Min. Salary, 12 months	$28,800	$24,900	$23,000	$20,500	$17,000	$23,041	22
Max. Salary, 12 months	$31,400	$26,200	$25,000	$23,900	$17,000	$25,286	22
Average ALL Contracts	$29,463	$26,000	$24,955	$22,570	$17,000	$24,659	30

No. of Sec. Prin. with 10 month terms 1, 11 month terms 4, 12 month terms 22

REGION 1

TABLE 30

Central Office Administrative Salaries Current Annual

Position	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Business Manager	$27,657	$20,300	$19,400	$16,200	$14,000	$19,044	23
Central Office Dir./Supv.	$30,000	$28,563	$23,100	$16,000	$16,000	$24,965	7
Asst. Supt.	$35,115	$29,553	$27,100	$23,000	$21,956	$27,468	14
Superintendent	$41,459	$34,912	$32,550	$30,972	$27,000	$33,226	29

TABLE 31

Teachers Salaries and Steps in Salary Schedules

	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Bachelor's Min.	$12,000	$10,265	$ 9,500	$ 8,600	$ 8,000	$ 9,649	26
5th Year Bachelor's	$13,525	$12,166	$11,750	$11,480	$10,950	$11,921	29
Bachelor's Max.	$18,350	$17,200	$16,450	$15,825	$14,575	$16,632	29
Bachelor's Steps	36	20	19	17	14	19	29
Master's Min.	$12,425	$10,766	$10,100	$ 9,100	$ 8,500	$10,119	26
5th Year Master's	$14,125	$12,625	$12,200	$12,050	$11,600	$12,414	29
Master's Max.	$19,550	$18,265	$17,250	$16,650	$15,400	$17,515	29
Master's Steps	36	21	19	17	15	20	29
Master's Plus 30, Minimum	$12,425	$11,000	$10,500	$ 9,500	$ 8,500	$10,347	21
5th Year Master's Plus 30	$14,425	$12,966	$12,505	$12,400	$12,000	$12,819	23
Master's Plus 30, Maximum	$20,450	$18,150	$17,600	$16,800	$15,800	$17,839	23
Master's Plus 30, Steps	27	22	20	17	15	20	22
Average Salary	$16,600	$14,857	$14,154	$13,681	$11,500	$14,331	26

REGION 1

TABLE 32

A Comparison of Monthly Salaries for Professional Positions[a]

Position	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Tchr., Master's Plus 30, Min.	$1,380	$1,222	$1,167	$1,056	$ 944	$1,150	21
Elem. Prin., Minimum	$2,200	$2,050	$1,817	$1,650	$1,333	$1,857	16
Asst. Sec. Prin., Minimum	$2,017	$1,800	$1,792	$1,700	$1,500	$1,780	13
Sec. Prin., Min.	$2,400	$2,075	$1,917	$1,708	$1,417	$1,920	22
Tchr., Master's Plus 30, Max.	$2,272	$2,017	$1,956	$1,867	$1,756	$1,982	23
Elem. Prin., Maximum	$2,308	$2,083	$1,950	$1,817	$1,600	$1,970	16
Asst. Sec. Prin., Maximum	$2,308	$1,867	$1,792	$1,733	$1,500	$1,834	13
Sec. Prin., Max.	$2,617	$2,183	$2,083	$1,992	$1,417	$2,107	22
Bus. Mgr., Current Avg.	$2,305	$1,692	$1,617	$1,350	$1,167	$1,587	23
Central Office Dir./Supv., Current Avg.	$2,500	$2,380	$1,925	$1,333	$1,333	$2,080	7
Asst. Supt., Current Avg.	$2,926	$2,463	$2,258	$1,917	$1,830	$2,289	14
Supt., Current Avg.	$3,455	$2,909	$2,713	$2,581	$2,250	$2,769	29

[a]Teaching Salaries 9 months, all others 12 months.

REGION 1

TABLE 33

Current Payments for Head Coaching Services

Position	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Athletic Director (Part Time)	$2,700	$1,900	$1,600	$1,300	$1,025	$1,729	22
Football	$4,200	$2,100	$1,766	$1,548	$1,100	$1,969	28
Basketball	$5,350	$2,000	$1,700	$1,471	$ 990	$1,873	30
Wrestling	$1,864	$1,700	$1,485	$1,155	$ 900	$1,456	21
Baseball	$1,850	$1,089	$ 925	$ 815	$ 550	$1,054	21
Track	$1,721	$1,300	$1,030	$ 950	$ 550	$1,115	28
Soccer	--	--	--	--	--	--	0
Tennis	$ 850	$ 742	$ 550	$ 288	$ 110	$ 561	15

TABLE 34

Current Payments for Coaching Girls Sports

Position	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Basketball	$1,800	$1,184	$1,000	$850	$550	$1,066	29
Track	$1,320	$ 943	$ 800	$650	$440	$ 849	22
Softball	$1,013	$ 712	$ 650	$550	$300	$ 662	17
Field Hockey	--	--	--	--	--	--	0
Volleyball	$1,324	$ 800	$ 600	$350	$138	$ 635	24
Tennis	$ 850	$ 600	$ 550	$400	$200	$ 547	8

TABLE 35

Employee-Pupil Ratios for Professional Positions, 1977-78[a]

Ratios	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Elem. Tchr.-Elem. Pupil	27.3	22.5	21.3	19.5	12.7	21.3	30
Sec. Tchr.-Sec. Pupil	35.2	30.1	27.5	26.6	17.3	28.2	30
Principal-Total Pupil	1,103	776	628	517	435	675.5	30
C.O. Admin.-Total Pupil	6,375	3,126	2,052	1,625	1,173	2,717.8	30
Total Prof. Staff-Total Pupil	25.5	23.2	21.4	20.5	18.0	21.8	30

[a]Information regarding the data sources for calculation of ratios and the formulas used to calculate ratios was placed on page 14,Table 21. footnotes a through f.

REGION 2

TABLE 36

Elementary Principal Salaries

	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Min. Salary, 12 months	$29,200	$25,700	$23,300	$21,700	$19,300	$24,075	16
Max. Salary, 12 months	$30,000	$28,000	$25,800	$24,200	$22,500	$26,313	16
Average ALL Contracts	$29,200	$26,218	$24,840	$23,300	$22,060	$25,042	20

No. of Prin. with 10 month terms 2, 11 month terms 1, 12 month terms 16

TABLE 37

Assistant Secondary Principal Salaries

	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Min. Salary, 12 months	$26,600	$23,600	$21,300	$20,000	$15,000	$21,712	17
Max. Salary, 12 months	$30,100	$27,100	$24,800	$23,500	$21,300	$25,441	17
Average ALL Contracts	$28,351	$24,305	$23,284	$21,739	$17,600	$23,361	18

No. of Asst. Sec. Prin. with 10 month terms 1, 11 month terms 0, 12 month terms 17

TABLE 38

Secondary Principal Salaries

	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Min. Salary, 12 months	$31,000	$28,200	$26,000	$24,200	$18,000	$25,940	20
Max. Salary, 12 months	$35,700	$30,900	$29,000	$26,300	$24,400	$29,325	20
Average ALL Contracts	$32,503	$28,915	$27,790	$25,250	$23,856	$27,478	20

No. of Sec. Prin. with 10 month terms 0, 11 month terms 0, 12 month terms 20

REGION 2

TABLE 39

Central Office Administrative Salaries Current Annual

Position	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Business Manager	$38,588	$27,027	$24,600	$22,684	$13,000	$25,548	18
C.O. Dir./Supv.	$37,325	$30,283	$29,447	$26,200	$25,856	$29,550	10
Asst. Supt.	$44,211	$34,000	$30,885	$27,000	$24,389	$31,524	12
Superintendent	$54,065	$46,310	$38,340	$35,262	$33,000	$41,034	20

TABLE 40

Teachers Salaries and Steps in Salary Schedules

	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Bachelor's Min.	$11,305	$10,200	$ 9,775	$ 9,250	$ 8,400	$ 9,824	22
5th Year Bachelor's	$14,463	$12,800	$12,500	$12,020	$11,500	$12,559	22
Bachelor's Max.	$20,575	$19,350	$18,850	$17,740	$16,650	$18,720	22
Bachelor's Steps	40	20	19	17	14	21	21
Master's Min.	$11,829	$11,000	$10,555	$ 9,900	$ 9,000	$10,556	22
5th Year Master's	$15,012	$13,340	$13,276	$12,800	$12,192	$13,327	22
Master's Max.	$23,030	$20,940	$20,520	$19,200	$17,600	$20,303	22
Master's Steps	40	22	19	17	15	22	21
Master's Plus 30, Minimum	$13,166	$11,400	$10,960	$10,375	$ 9,600	$11,108	22
5th Year Master's Plus 30	$15,612	$14,386	$13,900	$13,350	$12,950	$14,000	22
Master's Plus 30, Maximum	$23,741	$21,630	$21,105	$20,000	$18,000	$20,993	22
Master's Plus 30, Steps	40	24	20	18	15	22	20
Average Salary	$17,537	$16,150	$15,638	$15,000	$11,195	$15,398	20

REGION 2

TABLE 41

A Comparison of Monthly Salaries for Professional Positions[a]

Position	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Tchr., Master's Plus 30, Min.	$1,463	$1,267	$1,218	$1,153	$1,067	$1,234	22
Elem. Prin., Minimum	$2,433	$2,142	$1,942	$1,808	$1,608	$2,006	16
Asst. Sec. Prin., Minimum	$2,217	$1,967	$1,775	$1,667	$1,250	$1,809	17
Sec. Prin., Minimum	$2,583	$2,350	$2,167	$2,017	$1,500	$2,162	20
Tchr., Master's Plus 30, Max.	$2,638	$2,403	$2,345	$2,222	$2,000	$2,333	22
Elem. Prin., Maximum	$2,500	$2,333	$2,150	$2,017	$1,875	$2,193	16
Asst. Sec. Prin., Maximum	$2,508	$2,258	$2,067	$1,958	$1,775	$2,120	17
Sec. Prin., Maximum	$2,975	$2,575	$2,417	$2,192	$2,033	$2,444	20
Bus. Mgr., Current Avg.	$3,216	$2,252	$2,050	$1,890	$1,083	$2,129	18
C.O. Dir./Supv., Current Avg.	$3,110	$2,524	$2,454	$2,183	$2,155	$2,463	10
Asst. Supt., Current Avg.	$3,684	$2,833	$2,574	$2,250	$2,032	$2,627	12
Supt., Current Avg.	$4,505	$3,859	$3,195	$2,939	$2,750	$3,420	20

[a]Teaching salaries 9 months, all others 12 months.

TABLE 42

Current Payments for Head Coaching Services

Position	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Athletic Director (Part time)	$3,200	$2,400	$1,700	$1,400	$1,300	$2,053	8
Football	$3,708	$2,643	$2,250	$1,900	$1,600	$2,342	20
Basketball	$2,874	$2,025	$1,800	$1,600	$1,195	$1,842	20
Wrestling	$2,874	$1,863	$1,656	$1,200	$1,100	$1,695	18
Baseball	$1,768	$1,229	$1,056	$ 860	$ 708	$1,101	20
Track	$2,080	$1,450	$1,200	$ 985	$ 700	$1,315	19
Soccer	$1,455	$1,450	$1,300	$1,229	$1,229	$1,363	7
Tennis	$1,149	$ 850	$ 676	$ 572	$ 375	$ 719	16

TABLE 43

Current Payment for Coaching Girls' Sports

Position	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Basketball	$2,084	$1,680	$1,525	$1,120	$762	$1,454	20
Track	$1,482	$1,200	$1,138	$ 921	$665	$1,092	16
Softball	$1,100	$ 863	$ 738	$ 645	$480	$ 782	18
Field Hockey	$1,043	$ 952	$ 865	$ 865	$865	$ 953	3
Volleyball	$ 953	$ 708	$ 665	$ 575	$430	$ 681	18
Tennis	$1,149	$ 850	$ 676	$ 601	$596	$ 767	13

TABLE 44

Employee-Pupil Ratios for Professional Positions, 1977-78[a]

Ratios	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Elem. Tchr.-Elem. Pupil	25.8	20.2	18.4	17.1	13.5	19.1	21
Sec. Tchr.-Sec. Pupil	38.1	26.6	25.1	22.9	17.4	26.1	21
Principal-Total Pupil	713	625	523	474	364	546.7	21
C.O. Admin.-Total Pupil	9,905	2,842	1,770	1,196	759	2,410.7	21
Total Prof. Staff-Total Pupil	22.4	20.5	18.9	18.3	15.9	19.3	21

[a]Information regarding the data sources for calculation of ratios and the formulas used to calculate ratios was placed on page 14, Table 21, in footnotes a through f.

REGION 3

TABLE 45

Elementary Principal Salaries

	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Min. Salary, 12 months	$24,600	$22,900	$21,500	$17,400	$16,000	$21,600	11
Max. Salary, 12 months	$27,000	$24,400	$23,400	$21,500	$20,800	$23,682	11
Average ALL Contracts	$26,216	$23,500	$22,647	$21,550	$19,850	$23,059	13

No. of Elem. Prin. with 10 month terms 1, 11 month terms 1, 12 month terms 11

TABLE 46

Assistant Secondary Principal Salaries

	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Min. Salary, 12 months	$24,800	$21,500	$18,300	$17,000	$17,000	$20,018	11
Max. Salary, 12 months	$27,000	$24,800	$22,600	$20,500	$18,100	$22,483	12
Average ALL Contracts	$25,022	$23,600	$21,700	$18,750	$18,199	$21,870	14

No. of Asst. Sec. Prin. with 10 month terms 0, 11 month terms 2, 12 month terms 12

TABLE 47

Secondary Principal Salaries

	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Min. Salary, 12 months	$25,600	$24,300	$22,800	$19,700	$15,200	$22,346	13
Max. Salary, 12 months	$30,000	$26,000	$25,100	$24,300	$22,000	$25,769	13
Average ALL Contracts	$26,634	$25,600	$24,950	$23,985	$22,700	$24,962	14

No. of Sec. Prin. with 10 month terms 0, 11 month terms 1, 12 month terms 13

REGION 3

TABLE 48

Central Office Administrative Salaries Current Annual

Position	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Business Manager	$23,970	$22,200	$21,000	$15,102	$11,000	$19,771	8
C.O. Dir./Supv.	$29,150	$25,480	$25,000	$22,395	$22,395	$25,575	7
Asst. Supt.	$35,000	$30,000	$28,785	$28,500	$26,670	$30,112	9
Superintendent	$43,557	$38,538	$35,000	$31,090	$30,000	$35,846	15

TABLE 49

Teachers Salaries and Steps in Salary Schedules

	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Bachelor's Min.	$ 9,500	$ 9,100	$8,300	$ 7,849	$ 6,900	$ 8,527	15
5th Year Bachlor's	$13,460	$12,350	$11,950	$11,500	$11,200	$12,053	16
Bachelor's Max.	$19,250	$17,532	$17,150	$16,800	$15,400	$17,325	16
Bachelor's Steps	21	18	16	14	12	17	16
Master's Min.	$12,075	$ 9,800	$ 9,100	$ 8,150	$ 7,800	$ 9,219	15
5th Year Master's	$13,850	$12,975	$12,600	$12,200	$11,800	$12,658	16
Master's Max.	$20,300	$18,650	$18,250	$17,560	$16,200	$18,232	16
Master' Steps	22	19	16	15	12	17	16
Master's Plus 30, Minimum	$12,675	$10,200	$ 9,700	$ 8,400	$ 8,300	$ 9,871	11
5th Year Master's Plus 30	$14,450	$13,800	$12,950	$12,800	$12,280	$13,276	12
Master's Plus 30, Maximum	$20,300	$18,850	$18,768	$18,080	$16,500	$18,705	12
Master's Plus 30, Steps	22	18	16	14	12	17	11
Average Teacher	$17,009	$15,400	$14,900	$14,000	$12,500	$14,877	15

REGION 3

TABLE 50

A Comparison of Monthly Salaries for Professional Positions[a]

Position	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Tchr., Master's Plus 30, Min.	$1,408	$1,133	$1,078	$ 933	$ 922	$1,097	11
Elem. Prin., Minimum	$2,050	$1,908	$1,792	$1,450	$1,333	$1,800	11
Asst. Sec. Prin., Minimum	$2,067	$1,792	$1,525	$1,417	$1,417	$1,668	11
Sec. Prin., Minimum	$2,133	$2,025	$1,900	$1,642	$1,267	$1,862	13
Tchr., Master's Plus 30, Max.	$2,256	$2,094	$2,085	$2,009	$1,833	$2,078	12
Elem. Prin., Maximum	$2,250	$2,033	$1,950	$1,792	$1,733	$1,973	11
Asst. Sec. Prin., Maximum	$2,250	$2,067	$1,883	$1,708	$1,508	$1,874	12
Sec. Prin., Maximum	$2,500	$2,167	$2,092	$2,025	$1,833	$2,147	13
Bus. Mgr., Current Avg.	$1,998	$1,850	$1,750	$1,259	$ 917	$1,648	8
Central Office Dir./Supv., Current Avg.	$2,429	$2,123	$2,083	$1,866	$1,866	$2,131	7
Asst. Supt., Current Avg.	$2,917	$2,500	$2,399	$2,375	$2,223	$2,509	9
Supt., Current Avg.	$3,629	$3,212	$2,917	$2,591	$2,500	$2,987	15

[a]Teaching salaries 9 months, all others 12 months.

REGION 3

TABLE 51

Current Payments for Head Coaching Services

	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Athletic Director (Part time)	$2,900	$2,250	$2,060	$1,650	$1,560	$2,161	8
Football	$2,940	$2,694	$2,000	$1,750	$1,075	$2,185	15
Basketball	$2,700	$1,875	$1,709	$1,340	$1,150	$1,795	15
Wrestling	$2,825	$1,750	$1,500	$1,213	$ 700	$1,633	14
Baseball	$1,100	$1,000	$ 832	$ 775	$ 600	$ 899	15
Track	$1,451	$1,235	$ 945	$ 872	$ 728	$1,068	15
Soccer	$1,200	$ 900	$ 515	$ 515	$ 515	$ 872	3
Tennis	$1,100	$ 695	$ 620	$ 500	$ 350	$ 648	13

TABLE 52

Current Payments for Coaching Girls Sports

Position	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Basketball	$1,900	$1,325	$1,050	$650	$607	$1,186	15
Track	$1,000	$ 875	$ 782	$700	$425	$ 777	8
Softball	$1,130	$ 650	$ 550	$450	$407	$ 662	10
Field Hockey	--	--	--	--	--	--	0
Volleyball	$ 900	$ 684	$ 650	$550	$550	$ 676	9
Tennis	$ 891	$ 620	$ 496	$431	$377	$ 572	9

TABLE 53

Employee-Pupil Ratios for Professional Positions, 1977-78[a]

Ratios	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Elem. Tchr.-Elem. Pupil	28.7	22.9	21.3	19.8	17.6	21.9	15
Sec. Tchr.-Sec. Pupil	42.5	28.6	26.4	25.7	24.8	28.1	15
Principal-Total Pupil	1,146	821	697	541	429	729.1	15
C.O. Admin.-Total Pupil	6,436	3,344	2,129	1,375	1,091	3,063.9	15
Total Prof. Staff-Total Pupil	38.2	21.7	21.2	20.0	17.3	22.0	15

[a]Information regarding the data sources for calculation of ratios and the formulas used to calculate ratios was placed of page 14, Table 21, in footnotes a through f.

REGION 4

TABLE 54

Elementary Principal Salaries

	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Min. Salary, 12 months	$26,000	$23,500	$21,500	$19,000	$16,000	$21,547	19
Max. Salary, 12 months	$26,000	$24,000	$23,400	$19,000	$16,000	$22,153	19
Average ALL Contracts	$26,044	$23,487	$21,529	$19,160	$16,000	$21,651	25

No. of Elem. Prin. with 10 month terms 2 , 11 month terms 3 , 12 month terms 19

TABLE 55

Assistant Secondary Principal Salaries

	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Min. Salary, 12 months	$22,500	$21,700	$18,600	$18,300	$18,300	$20,357	7
Max. Salary, 12 months	$25,500	$21,700	$20,600	$18,500	$18,500	$21,114	7
Average ALL Contracts	$24,685	$21,000	$19,494	$18,600	$17,681	$20,113	12

No. of Asst. Sec. Prin. with 10 month terms 3 , 11 month terms 2 , 12 month terms 7

TABLE 56

Secondary Principal Salaries

	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Min. Salary, 12 months	$25,400	$24,300	$22,800	$21,600	$19,900	$22,953	19
Max. Salary, 12 months	$28,700	$24,700	$22,900	$21,600	$19,900	$23,568	19
Average ALL Contracts	$26,958	$24,318	$22,800	$21,756	$19,900	$23,110	26

No. of Sec. Prin. with 10 month terms 3 , 11 month terms 4 , 12 month terms 19

REGION 4

TABLE 57

Central Office Administrative Salaries Current Annual

Position	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Business Manager	$30,200	$20,620	$18,850	$13,700	$ 9,200	$18,460	21
C.O. Dir./Supv.	$22,208	$18,720	$18,720	$18,720	$18,720	$20,464	2
Asst. Supt.	$27,600	$27,600	$27,600	$27,600	$27,600	$27,600	1
Superintendent	$35,000	$31,075	$29,400	$27,000	$23,750	$29,593	27

TABLE 58

Teachers Salaries and Steps in Salary Schedules

	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Bachelor's Min.	$10,800	$10,001	$ 9,540	$ 8,750	$ 8,100	$ 9,523	27
5th Year Bachelor's	$12,000	$11,650	$11,300	$11,114	$10,440	$11,363	25
Bachelor's Max.	$18,350	$16,690	$15,875	$15,050	$13,384	$16,017	25
Bachelor's Steps	35	21	20	16	11	20	24
Master's Min.	$11,100	$10,300	$10,000	$ 9,050	$ 8,400	$ 9,918	26
5th Year Master's	$13,183	$12,000	$11,740	$11,506	$10,859	$11,822	25
Master's Max.	$19,250	$17,370	$17,128	$15,775	$13,768	$16,892	25
Master's Steps	35	22	20	18	12	20	24
Master's Plus 30, Minimum	$11,990	$11,000	$10,600	$10,137	$ 8,500	$10,538	18
5th Year Master's Plus 30	$14,020	$12,470	$12,250	$11,859	$11,250	$12,378	18
Master's Plus 30, Maximum	$19,350	$17,670	$17,400	$16,097	$14,920	$17,269	19
Master's Plus 30, Steps	35	21	20	17	12	20	17
Average Teacher	$14,916	$14,157	$13,612	$12,500	$10,877	$13,376	27

REGION 4

TABLE 59

A Comparison of Monthly Salaries for Professional Positions[a]

Position	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Tchr., Master's Plus 30, Min.	$1,332	$1,222	$1,178	$1,126	$ 944	$1,171	18
Elem. Prin., Min.	$2,167	$1,958	$1,792	$1,583	$1,333	$1,796	19
Asst. Sec. Prin., Minimum	$1,875	$1,808	$1,550	$1,525	$1,525	$1,696	7
Sec. Prin., Min.	$2,117	$2,025	$1,900	$1,800	$1,658	$1,913	19
Tchr., Master's Plus 30, Max.	$2,150	$1,963	$1,933	$1,789	$1,658	$1,919	19
Elem. Prin., Max.	$2,167	$2,000	$1,950	$1,583	$1,333	$1,846	19
Asst. Sec. Prin., Maximum	$2,125	$1,808	$1,717	$1,542	$1,542	$1,760	7
Sec. Prin., Max.	$2,392	$2,058	$1,908	$1,800	$1,658	$1,964	19
Bus. Mgr., Current Avg.	$2,517	$1,718	$1,571	$1,142	$ 767	$1,538	21
Central Office Dir./Supv., Current Avg.	$1,851	$1,560	$1,560	$1,560	$1,560	$1,705	2
Asst. Supt., Current Avg.	$2,300	$2,300	$2,300	$2,300	$2,300	$2,300	1
Supt., Current Avg.	$2,917	$2,590	$2,450	$2,250	$1,979	$2,466	27

[a]Teaching salaries 9 months, all others 12 months.

REGION 4

TABLE 60

Current Payments for Head Coaching Services

Position	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Athletic Director (Part time)	$2,250	$1,700	$1,262	$1,100	$ 900	$1,434	18
Football	$2,550	$1,500	$1,400	$1,200	$1,125	$1,463	21
Basketball	$3,200	$1,500	$1,300	$1,170	$ 900	$1,436	26
Wrestling	$2,200	$1,400	$1,300	$1,200	$1,000	$1,396	22
Baseball	$1,625	$1,000	$ 945	$ 625	$ 600	$ 951	13
Track	$1,250	$1,048	$ 900	$ 700	$ 600	$ 903	22
Soccer	$1,050	$ 875	$ 786	$ 525	$ 525	$ 829	5
Tennis	$ 800	$ 600	$ 550	$ 450	$ 325	$ 561	10

TABLE 61

Current Payments for Coaching Girls Sports

Position	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Basketball	$1,300	$1,000	$825	$705	$500	$902	25
Track	$1,200	$ 850	$725	$572	$421	$764	22
Softball	$1,375	$ 625	$550	$360	$275	$612	13
Field Hockey	--	--	--	--	--	--	0
Volleyball	$1,200	$ 650	$600	$400	$200	$612	18
Tennis	$ 800	$ 625	$525	$450	$350	$566	8

TABLE 62

Employee-Pupil Ratios for Professional Positions, 1977-78[a]

Ratios	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Elem. Tchr.-Elem. Pupil	33.1	22.9	20.5	19.4	17.3	21.3	26
Sec. Tchr.-Sec. Pupil	36.0	28.8	26.9	24.4	22.0	27.4	26
Principal-Total Pupil	1,516	954	640	548	433	785.1	27
C.O. Admin.-Total Pupil	4,768	2,374	1,524	1,043	433	1,946.9	27
Total Prof. Staff-Total Pupil	23.3	22.1	20.6	19.6	16.7	20.8	27

[a]Information regarding the data sources for calculation of ratios and the formulas used to calculate ratios was placed on page 14, Table 21, in footnotes a through f.

REGION 5

TABLE 63

Elementary Principal Salaries

	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Min. Salary, 12 months	$24,500	$20,700	$19,000	$18,500	$15,600	$20,052	21
Max. Salary, 12 months	$25,825	$23,100	$22,000	$19,500	$16,600	$21,671	21
Average ALL Contracts	$25,825	$23,000	$20,300	$19,425	$15,150	$21,184	27

No. of Elem. Prin. with 10 month terms 4, 11 month terms 2, 12 month terms 21

TABLE 64

Assistant Secondary Principal Salaries

	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Min. Salary, 12 months	$24,500	$20,000	$19,400	$18,000	$17,300	$19,614	14
Max. Salary, 12 months	$24,800	$21,000	$20,500	$19,500	$17,300	$21,043	14
Average ALL Contracts	$25,063*	$21,000	$19,920	$19,000	$17,300	$20,427	20

No. of Asst. Sec. Prin. with 10 month terms 3, 11 month terms 3, 12 month terms 14

*Ten month contract

TABLE 65

Secondary Principal Salaries

	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Min. Salary, 12 months	$30,000	$23,900	$22,500	$22,000	$17,400	$22,908	24
Max. Salary, 12 months	$30,000	$26,200	$24,000	$22,500	$19,000	$24,592	25
Average ALL Contracts	$30,000	$25,029	$23,386	$22,250	$19,040	$24,128	28

No. of Sec. Prin. with 10 month terms 1, 11 month terms 2, 12 month terms 25

REGION 5

TABLE 66

Central Office Administrative Salaries Current Annual

Position	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Business Manager	$30,548	$19,000	$16,000	$15,000	$ 8,500	$17,608	23
C.O. Dir./Supv.	$28,077	$24,500	$22,631	$20,540	$20,000	$23,278	8
Asst. Supt.	$35,829	$30,548	$27,000	$25,000	$22,400	$28,282	15
Superintendent	$47,050	$34,000	$31,750	$28,000	$24,000	$31,638	28

TABLE 67

Teachers Salaries and Steps in Salary Schedules

	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Bachelor's Min.	$10,750	$ 9,910	$ 9,700	$ 8,800	$ 8,000	$ 9,533	25
5th Year Bachelor's	$13,250	$11,800	$11,600	$11,300	$10,900	$11,668	28
Bachelor's Max.	$17,650	$17,050	$16,085	$14,950	$11,050	$15,906	28
Bachelor's Max.	30	18	16	15	14	18	27
Master's Min.	$12,049	$10,600	$10,310	$10,000	$ 8,500	$10,242	25
5th Year Master's	$13,750	$12,400	$12,200	$11,900	$11,200	$12,202	28
Master's Max.	$19,000	$17,875	$16,750	$16,100	$14,950	$16,983	28
Master's Steps	30	19	17	16	15	18	27
Master's Plus 30, Minimum	$13,706	$11,150	$10,600	$10,300	$ 9,000	$10,818	20
5th Year Master's Plus 30	$15,400	$13,150	$12,900	$12,300	$11,600	$12,961	22
Master's Plus 30, Maximum	$20,472	$18,825	$18,000	$16,490	$15,100	$17,772	22
Master's Plus 30, Steps	30	18	16	16	15	19	21
Average Teacher	$15,430	$14,505	$13,555	$12,500	$11,190	$13,650	26

REGION 5

TABLE 68

A Comparison of Monthly Salaries for Professional Positions[a]

Position	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Tchr., Master's Plus 30, Min.	$1,523	$1,239	$1,178	$1,144	$1,000	$1,202	20
Elem. Prin., Min.	$2,042	$1,724	$1,583	$1,542	$1,300	$1,671	21
Asst. Sec. Prin., Minimum	$2,042	$1,667	$1,617	$1,500	$1,442	$1,635	14
Sec. Prin., Min.	$2,500	$1,992	$1,875	$1,833	$1,450	$1,909	24
Tchr., Master's Plus 30, Max.	$2,275	$2,092	$2,000	$1,832	$1,678	$1,975	22
Elem. Prin., Max.	$2,150	$1,925	$1,833	$1,625	$1,383	$1,806	21
Asst. Sec. Prin., Maximum	$2,067	$1,750	$1,708	$1,625	$1,442	$1,754	14
Sec. Prin., Max.	$2,500	$2,183	$2,000	$1,875	$1,583	$2,049	25
Bus. Mgr., Current Avg.	$2,546	$1,583	$1,333	$1,250	$ 708	$1,467	23
Central Office Dir./Supv., Current Avg.	$2,340	$2,042	$1,886	$1,712	$1,667	$1,940	8
Asst. Supt., Current Avg.	$2,986	$2,546	$2,250	$2,083	$1,867	$2,357	15
Supt., Current Avg.	$3,921	$2,833	$2,646	$2,333	$2,000	$2,636	28

[a]Teaching salaries 9 months, all others 12 months.

REGION 5

TABLE 69

Current Payments for Head Coaching Services

Position	99% ile	75% ile	Median	25% ile	lst% ile	Mean	n
Athletic Director (Part time)	$2,916	$2,100	$1,700	$1,300	$800	$1,733	24
Football	$2,600	$2,096	$1,760	$1,512	$772	$1,811	25
Basketball	$2,340	$1,800	$1,500	$1,365	$800	$1,592	28
Wrestling	$1,875	$1,386	$1,150	$ 990	$660	$1,190	22
Baseball	$1,550	$1,050	$ 950	$ 785	$440	$ 927	28
Track	$1,150	$1,000	$ 840	$ 594	$225	$ 823	26
Soccer	$1,100	$ 775	$ 775	$ 440	$440	$ 760	6
Tennis	$ 780	$ 490	$ 400	$ 350	$350	$ 462	13

TABLE 70

Current Payments for Coaching Girls Sports

Position	99% ile	75% ile	Median	25% ile	lst% ile	Mean	n
Basketball	$2,100	$1,250	$841	$713	$429	$1,012	28
Track	$1,080	$ 600	$550	$450	$225	$ 620	17
Softball	$1,150	$ 600	$550	$450	$175	$ 591	26
Field Hockey	$1,144	$ 700	$600	$510	$500	$ 688	11
Volleyball	$ 575	$ 464	$400	$330	$146	$ 417	18
Tennis	$ 556	$ 490	$385	$350	$350	$ 449	7

TABLE 71

Employee-Pupil Ratios for Professional Positions, 1977-78[a]

Ratios	99% ile	75% ile	Median	25% ile	lst% ile	Mean	n
Elem. Tchr.-Elem. Pupil	28.2	23.3	20.5	19.2	8.8	21.0	28
Sec. Tchr.-Sec. Pupil	37.3	28.5	26.6	25.0	11.8	27.0	28
Principal-Total Pupil	1,169	873	660	564	389	715.5	28
C.O. Admin.-Total Pupil	11,886	2,899	1,692	1,408	779	2,719.8	28
Total Prof. Staff-Total Pupil	29.1	22.4	20.4	19.6	9.0	20.9	28

[a]Information regarding the data sources for calculation of ratios and the formulas used to calculate ratios was placed on page 14, Table 21, in footnotes a through f.

REGION 6

TABLE 72

Elementary Principal Salaries

	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Min. Salary, 12 months	$27,800	$24,800	$22,700	$21,000	$17,100	$23,350	22
Max. Salary, 12 months	$30,600	$28,100	$25,900	$22,400	$19,000	$25,635	23
Average ALL Contracts	$29,500	$26,269	$24,624	$21,700	$18,720	$24,269	26

No. of Elem. Prin. with 10 month terms 1, 11 month term 2, 12 month terms 23

TABLE 73

Assistant Secondary Principal Salaries

	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Min. Salary, 12 months	$28,400	$23,200	$19,500	$18,900	$16,800	$21,141	22
Max. Salary, 12 months	$28,900	$26,300	$24,000	$20,700	$17,600	$24,036	22
Average ALL Contracts	$28,700	$23,815	$22,000	$19,675	$17,220	$22,537	24

No. of Asst. Sec. Prin. with 10 month terms 1, 11 month terms 0, 12 month terms 22

TABLE 74

Secondary Principal Salaries

	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Min. Salary, 12 months	$31,200	$27,300	$26,000	$20,000	$18,500	$24,900	25
Max. Salary, 12 months	$33,800	$30,100	$28,500	$26,400	$21,500	$28,680	25
Average ALL Contracts	$32,041	$28,853	$26,996	$23,881	$20,476	$27,049	26

No. of Sec. Prin. with 10 month terms 0, 11 month terms 0, 12 month terms 25

REGION 6

TABLE 75

Central Office Administrative Salaries Current Annual

Position	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Business Manager	$35,310	$28,400	$23,650	$19,500	$14,700	$24,966	25
C.O. Dir./Supv.	$32,750	$27,690	$26,200	$23,228	$21,540	$26,254	14
Asst. Supt.	$34,500	$31,739	$30,000	$25,000	$22,985	$29,330	17
Superintendent	$44,625	$38,800	$37,000	$33,000	$27,500	$36,612	26

TABLE 76

Teachers Salaries and Steps in Salary Schedules

	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Bachelor's Min.	$11,400	$10,753	$10,289	$ 9,800	$ 8,400	$10,214	30
5th Year Bachelor's	$13,400	$12,700	$12,330	$12,000	$11,100	$12,392	28
Bachelor's Max.	$20,755	$18,200	$17,675	$17,200	$12,451	$17,599	29
Bachelor's Steps	35	20	19	15	11	19	27
Master's Min.	$12,482	$11,562	$11,100	$10,300	$ 9,000	$10,991	30
5th Year Master's	$15,218	$13,600	$13,150	$12,900	$11,775	$13,313	28
Master's Max.	$22,642	$20,150	$19,375	$18,600	$17,350	$19,513	29
Master's Steps	35	20	19	16	12	20	27
Master's Plus 30, Minimum	$13,400	$12,230	$11,900	$10,900	$ 9,500	$11,768	27
5th Year Master's Plus 30	$16,113	$14,300	$13,875	$13,600	$12,305	$14,038	24
Master's Plus 30, Maximum	$25,663	$21,050	$20,000	$19,270	$17,940	$20,583	26
Master's Plus 30, Steps	35	20	19	17	12	20	24
Average Teacher	$20,672	$15,713	$15,100	$14,225	$13,000	$15,207	29

REGION 6

TABLE 77

A Comparison of Monthly Salaries for Professional Positions[a]

Position	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Tchr., Master's Plus 30, Min.	$1,489	$1,359	$1,322	$1,211	$1,056	$1,308	27
Elem. Prin., Min.	$2,317	$2,067	$1,892	$1,750	$1,425	$1,946	22
Asst. Sec. Prin., Minimum	$2,367	$1,933	$1,625	$1,575	$1,400	$1,762	22
Sec. Prin., Min.	$2,600	$2,275	$2,167	$1,667	$1,542	$2,075	25
Tchr., Master's Plus 30, Min.	$2,851	$2,339	$2,222	$2,141	$1,993	$2,287	26
Elem. Prin., Max.	$2,550	$2,342	$2,158	$1,867	$1,583	$2,136	23
Asst. Sec. Prin., Maximum	$2,408	$2,192	$2,000	$1,725	$1,467	$2,003	22
Sec. Prin., Max.	$2,817	$2,508	$2,375	$2,200	$1,792	$2,390	25
Bus. Mgr., Current Avg.	$2,943	$2,367	$1,971	$1,625	$1,225	$2,081	25
Central Office Dir./Supv., Current Avg.	$2,729	$2,308	$2,183	$1,936	$1,795	$2,188	14
Asst. Supt., Current Avg.	$2,875	$2,645	$2,500	$2,083	$1,915	$2,444	17
Supt., Current Avg.	$3,719	$3,233	$3,083	$2,750	$2,292	$3,051	26

[a]Teaching salaries 9 months, all others 12 months.

REGION 6

TABLE 77

Current Payments for Head Coaching Services

Position	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Athletic Director (Part time)	$3,200	$2,062	$1,815	$1,550	$ 716	$1,922	23
Football	$2,560	$2,240	$2,100	$1,760	$1,313	$2,049	26
Basketball	$4,755	$2,015	$1,700	$1,370	$1,147	$1,823	27
Wrestling	$2,084	$1,596	$1,500	$1,250	$ 945	$1,469	26
Baseball	$2,337	$1,265	$1,165	$1,000	$ 840	$1,224	27
Track	$3,625	$1,210	$1,150	$ 955	$ 822	$1,247	26
Soccer	$1,275	$1,089	$1,025	$ 850	$ 672	$1,011	14
Tennis	$1,300	$ 736	$ 640	$ 468	$ 420	$ 665	22

TABLE 79

Current Payments for Coaching Girls Sports

Position	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Basketball	$1,872	$1,375	$1,150	$900	$800	$1,190	27
Track	$1,200	$ 926	$ 794	$696	$500	$ 831	21
Softball	$1,356	$1,000	$ 864	$650	$524	$ 843	26
Field Hockey	$1,511	$1,050	$ 931	$850	$700	$ 938	27
Volleyball	$ 800	$ 643	$ 461	$240	$240	$ 532	7
Tennis	$1,083	$ 736	$ 640	$541	$420	$ 647	20

TABLE 80

Employee-Pupil Ratios for Professional Positions, 1977-78[a]

Ratios	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Elem. Tchr.-Elem. Pupil	30.8	22.5	20.7	18.4	16.7	20.9	28
Sec. Tchr.-Sec. Pupil	40.8	29.7	26.2	23.2	19.2	27.2	28
Principal-Total Pupil	947	602	561	498	388	574.1	30
C.O. Admin.-Total Pupil	18,534	3,323	2,062	1,257	956	2,953.4	30
Total Prof. Staff-Total Pupil	23.9	21.1	19.3	17.1	15.1	19.5	30

[a]Information regarding the data sources for calculation of ratios and the formulas used to calculate ratios was placed on page 14, Table 21, in footnotes a through f.

REGION 7

TABLE 81

Elementary Principal Salaries

	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Min. Salary, 12 months	$25,200	$23,300	$20,300	$18,800	$18,800	$21,843	7
Max. Salary, 12 months	$25,800	$25,200	$24,700	$21,900	$21,900	$24,643	7
Average ALL Contracts	$25,200	$23,142	$22,605	$21,000	$17,017	$22,444	12

No. of Elem. Prin. with 10 month terms 4, 11 month terms 1, 12 month terms 7

TABLE 82

Assistant Secondary Principal Salaries

	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Min. Salary, 12 months	$23,700	$21,500	$18,500	$16,000	$15,600	$19,922	9
Max. Salary, 12 months	$24,800	$23,700	$20,200	$16,000	$15,600	$20,822	9
Average ALL Contracts	$24,388	$23,475	$21,503	$18,000	$15,600	$21,618	12

No. of Asst. Sec. Prin. with 10 month terms 3, 11 month terms 0, 12 month terms 9

TABLE 83

Secondary Principal Salaries

	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Min. Salary, 12 months	$28,400	$26,800	$25,200	$23,800	$22,500	$25,664	11
Max. Salary, 12 months	$33,500	$28,200	$26,800	$25,500	$25,000	$27,492	12
Average ALL Contracts	$28,400	$27,332	$26,370	$24,400	$23,500	$26,136	12

No. of Sec. Prin. with 10 month terms 0, 11 month terms 0, 12 month terms 12

REGION 7

TABLE 84

Central Office Administrative Salaries Current Annual

Position	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Business Manager	$28,175	$27,400	$24,729	$16,500	$11,700	$23,037	12
C.O. Dir./Supv.	$27,030	$24,250	$23,194	$12,600	$12,600	$21,515	6
Asst. Supt.	$31,590	$29,370	$29,170	$27,745	$27,745	$29,628	5
Superintendent	$41,500	$36,000	$33,300	$31,800	$29,100	$34,661	13

TABLE 85

Teachers Salaries and Steps in Salary Schedules

	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Bachelor's Min.	$10,839	$10,300	$ 9,700	$ 9,450	$ 8,500	$ 9,872	13
5th Year Bachelor's	$12,275	$11,900	$11,789	$11,339	$11,180	$11,685	12
Bachelor's Max.	$18,645	$17,510	$17,300	$16,190	$15,150	$16,990	12
Bachelor's Steps	30	23	18	14	11	21	11
Master's Min.	$11,625	$11,300	$10,700	$10,050	$ 8,800	$10,752	13
5th Year Master's	$13,225	$12,901	$12,733	$12,465	$11,925	$12,697	12
Master's Max.	$20,233	$19,095	$18,453	$17,170	$16,590	$18,398	12
Master's Steps	30	24	20	15	11	21	11
Master's Plus 30, Minimum	$14,300	$12,049	$11,450	$10,650	$ 9,300	$11,545	12
5th Year Master's Plus 30	$15,900	$13,575	$13,342	$12,680	$12,625	$13,592	11
Master's Plus 30, Maximum	$20,869	$19,544	$19,300	$17,700	$17,340	$19,158	11
Master's Plus 30, Steps	30	23	21	15	10	21	10
Average Teacher	$16,020	$14,795	$14,499	$13,735	$13,500	$14,520	12

REGION 7

TABLE 86

A Comparison of Monthly Salaries for Professional Positions[a]

Position	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Tchr., Master's Plus 30, Min.	$1,589	$1,339	$1,272	$1,183	$1,033	$1,283	12
Elem. Prin., Min.	$2,100	$1,942	$1,692	$1,567	$1,567	$1,820	7
Asst. Sec. Prin., Minimum	$1,975	$1,792	$1,542	$1,333	$1,300	$1,660	9
Sec. Prin., Min.	$2,367	$2,233	$2,100	$1,983	$1,875	$2,139	11
Tchr., Master's Plus 30, Max.	$2,319	$2,172	$2,144	$1,967	$1,927	$2,129	11
Elem. Prin., Max.	$2,150	$2,100	$2,058	$1,825	$1,825	$2,054	7
Asst. Sec. Prin., Maximum	$2,067	$1,975	$1,683	$1,333	$1,300	$1,735	9
Sec. Prin., Max.	$2,792	$2,350	$2,233	$2,125	$2,083	$2,291	12
Bus. Mgr., Current Avg.	$2,348	$2,283	$2,061	$1,375	$ 975	$1,920	12
Central Office Dir./Supv.	$2,253	$2,021	$1,933	$1,050	$1,050	$1,793	6
Asst. Supt., Current Avg.	$2,633	$2,448	$2,431	$2,312	$2,312	$2,469	5
Supt., Current Avg.	$3,458	$3,000	$2,775	$2,650	$2,425	$2,888	13

[a]Teaching salaries 9 months, all others 12 months.

REGION 7

TABLE 87

Current Payments for Head Coaching Services

Position	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Athletic Director (Part time)	$2,600	$1,733	$1,680	$1,650	$1,551	$1,821	8
Football	$2,385	$1,755	$1,650	$1,450	$1,030	$1,700	12
Basketball	$2,367	$1,550	$1,430	$1,350	$1,175	$1,616	13
Wrestling	$1,530	$1,335	$1,100	$1,047	$ 750	$1,193	13
Baseball	$2,086	$1,100	$1,000	$ 914	$ 500	$1,081	13
Track	$1,725	$1,134	$1,000	$ 930	$ 827	$1,137	13
Soccer	$1,320	$1,105	$1,100	$ 950	$ 700	$1,064	8
Tennis	$ 960	$ 780	$ 650	$ 500	$ 500	$ 698	11

TABLE 88

Current Payments for Coaching Girls Sports

Position	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Basketball	$1,788	$1,200	$1,125	$ 950	$ 650	$1,161	13
Track	$1,125	$ 975	$ 750	$ 600	$ 450	$ 812	12
Softball	$ 960	$ 850	$ 754	$ 650	$ 500	$ 780	11
Field Hockey	$1,200	$1,000	$ 825	$ 696	$ 400	$ 885	13
Volleyball	--	--	--	--	--	--	0
Tennis	$ 875	$ 750	$ 665	$ 500	$ 350	$ 651	12

TABLE 89

Employee-Pupil Ratios for Professional Positions, 1977-78[a]

Ratios	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Elem. Tchr.-Elem. Pupil	26.5	21.0	20.8	19.3	18.6	21.3	14
Sec. Tchr.-Sec. Pupil	32.4	28.2	26.4	24.6	21.0	26.7	14
Principal-Total Pupil	744	622	598	566	344	596.9	14
C.O. Admin.-Total Pupil	4,184	2,647	2,231	1,187	851	2,289.3	14
Total Prof. Staff-Total Pupil	24.2	20.7	20.1	18.5	17.7	20.3	14

[a]Information regarding the data sources for calculation of ratios and the formulas used to calculate ratios was placed on page 14, Table 21, in footnotes a through f.

REGION 8

TABLE 90

Elementary Principal Salaries

	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Min. Salary, 12 months	$26,300	$23,200	$20,400	$18,000	$14,000	$20,965	23
Max. Salary, 12 months	$27,100	$25,100	$23,200	$20,700	$18,000	$23,348	23
Average ALL Contracts	$26,376	$23,200	$21,561	$20,479	$18,000	$21,942	33

No. of Elem. Prin. with 10 month terms 3 , 11 month terms 4 , 12 month terms 23

TABLE 91

Assistant Secondary Principal Salaries

	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Min Salary, 12 months	$23,100	$20,900	$19,500	$18,500	$16,700	$19,914	21
Max. Salary, 12 months	$27,900	$23,200	$20,900	$19,200	$16,700	$21,326	23
Average ALL Contracts	$27,901	$21,665	$20,638	$19,300	$16,200	$20,828	32

No. of Asst. Sec. Prin. with 10 month terms 2 , 11 month terms 3 , 12 month terms 23

TABLE 92

Secondary Principal Salaries

	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Min. Salary, 12 months	$28,600	$25,000	$23,100	$21,200	$14,000	$22,957	28
Max. Salary, 12 months	$29,600	$26,900	$25,200	$23,800	$22,000	$25,707	29
Average ALL Contracts	$31,022	$26,025	$24,867	$23,213	$20,448	$24,867	33

No. of Sec. Prin. with 10 month terms 0 , 11 month terms 0 , 12 month terms 29

REGION 8

TABLE 93

Central Office Administrative Salaries Current Annual

Position	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Business Manager	$33,160	$25,725	$20,334	$15,344	$10,950	$21,411	27
C.O. Dir./Supv.	$27,845	$26,000	$25,367	$23,305	$20,000	$24,992	12
Asst. Supt.	$32,101	$27,803	$26,583	$24,075	$21,800	$26,509	16
Superintendent	$41,459	$37,404	$34,000	$32,000	$24,500	$24,647	32

TABLE 94

Teachers Salaries and Steps in Salary Schedules

	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Bachelor's Min.	$ 9,700	$ 9,500	$ 9,150	$ 8,800	$ 8,100	$9,143	33
5th Year Bachelor's	$12,150	$11,575	$11,075	$10,700	$ 9,600	$11,130	29
Bachelor's Max.	$18,214	$16,700	$16,200	$15,675	$13,600	$16,136	29
Bachelor's Steps	28	20	17	15	13	18	27
Master's Min.	$10,400	$10,000	$ 9,646	$ 9,350	$ 8,400	$ 9,663	33
5th Year Master's	$12,750	$12,030	$11,725	$11,281	$10,200	$11,713	29
Master's Max.	19,144	$17,800	$17,100	$16,300	$14,300	$17,105	29
Master's Steps	28	20	17	16	14	18	27
Master's Plus 30, Minimum	$11,400	$10,600	$10,300	$ 9,850	$ 8,500	$10,224	26
5th Year Master's Plus 30	$13,300	$12,800	$[illegible],135	$11,500	$10,500	$12,221	22
Master's Plus 30, Maximum	$20,159	$18,928	$17,300	$16,475	$14,500	$17,681	23
Master's Plus 30, Steps	22	20	18	16	14	18	20
Average Teacher	$15,637	$14,230	$13,681	$12,831	$11,300	$13,660	30

REGION 8

TABLE 95

A Comparison of Monthly Salaries for Professional Positions[a]

Position	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Tchr., Master's Plus 30, Min.	$1,267	$1,178	$1,144	$1,094	$ 944	$1,136	26
Elem. Prin., Min.	$2,192	$1,933	$1,700	$1,500	$1,167	$1,747	23
Asst. Sec. Prin., Minimum	$1,925	$1,742	$1,625	$1,542	$1,392	$1,660	21
Sec. Prin., Min.	$2,383	$2,083	$1,925	$1,767	$1,167	$1,913	28
Tchr., Master's Plus 30, Max.	$2,240	$2,103	$1,922	$1,831	$1,611	$1,965	23
Elem. Prin., Max.	$2,258	$2,092	$1,933	$1,725	$1,500	$1,946	23
Asst. Sec. Prin., Maximum	$2,325	$1,933	$1,742	$1,600	$1,392	$1,777	23
Sec. Prin., Max.	$2,467	$2,242	$2,100	$1,983	$1,833	$2,142	29
Bus. Mgr., Current Avg.	$2,763	$2,144	$1,695	$1,280	$ 913	$1,784	27
Central Office Dir./Supv. Current Avg.	$2,320	$2,167	$2,114	$1,942	$1,667	$2,083	12
Asst. Supt., Current Avg.	$2,675	$2,317	$2,215	$2,006	$1,817	$2,209	16
Supt., Current Avg.	$3,455	$3,117	$2,833	$2,667	$2,042	$2,887	$32

[a]Teaching salaries 9 months, all others 12 months.

REGION 8

TABLE 96

Current Payments for Head Coaching Services

Position	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Athletic Director (Part time)	$2,750	$2,074	$1,700	$1,363	$1,000	$1,785	25
Football	$2,800	$1,825	$1,650	$1,500	$1,100	$1,765	31
Basketball	$2,900	$1,943	$1,554	$1,100	$1,000	$1,612	33
Wrestling	$2,480	$1,725	$1,300	$1,200	$ 900	$1,511	31
Baseball	$1,675	$1,100	$ 950	$ 825	$ 550	$ 987	33
Track	$1,900	$1,176	$ 956	$ 800	$ 550	$1,015	32
Soccer	$1,420	$1,310	$1,104	$1,057	$ 925	$1,194	8
Tennis	$1,591	$ 767	$ 650	$ 525	$ 300	$ 710	24

TABLE 97

Current Payments for Coaching Girls Sports

Position	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Basketball	$2,120	$1,10C	$ 925	$ 703	$ 442	$1,016	31
Track	$1,420	$ 867	$ 700	$ 500	$ 300	$ 737	27
Softball	$1,060	$ 900	$ 650	$ 470	$ 155	$ 676	20
Field Hockey	$1,725	$1,000	$ 893	$ 750	$ 400	$ 917	33
Volleyball	$1,591	$ 798	$ 550	$ 400	$ 250	$ 665	23
Tennis	$1,060	$ 700	$ 600	$ 473	$ 300	$ 625	23

TABLE 98

Employee-Pupil Ratios for Professional Positions, 1977-78[a]

Ratios	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Elem. Tchr.-Elem. Pupil	31.7	23.3	21.3	19.9	15.4	21.8	33
Sec. Tchr.-Sec. Pupil	36.9	30.3	26.6	23.8	20.9	27.5	33
Principal-Total Pupil	848	673	546	471	330	571.2	33
C.O. Admin.-Total Pupil	8,844	2,931	2,027	1,715	734	2,556.1	33
Total Prof. Staff-Total Pupil	24.4	22.2	20.2	18.8	15.6	20.5	33

[a]Information regarding the data sources for calculation of ratios and the formulas used to calculate ratios was placed on page 14, Table 20, in footnotes a through f.

REGION 9

TABLE 99

Elementary Principal Salaries

	99% ile	75% ile	Median	25%ile	1st% ile	Mean	n
Min. Salary, 12 months	$24,300	$22,300	$21,500	$20,100	$19,200	$21,475	16
Max. Salary, 12 months	$26,000	$22,600	$21,500	$20,900	$19,200	$21,956	16
Average ALL Contracts	$24,339	$22,200	$21,100	$20,687	$17,000	$21,290	21

No. of Elem. Prin. with 10 month terms 0 , 11 month terms 4 , 12 month terms 16

TABLE 100

Assistant Secondary Principal Salaries

	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Min. Salary, 12 months	$20,700	$19,600	$19,500	$18,500	$18,500	$19,600	6
Max. Salary, 12 months	$20,700	$19,600	$19,500	$18,500	$18,500	$19,633	6
Average ALL Contracts	$20,800*	$20,200	$19,500	$18,450	$17,382	$19,522	11

No. of Asst. Sec. Prin. with 10 month terms 2 , 11 month terms 2 , 12 month terms 6
*Eleven month contract

TABLE 101

Secondary Principal Salaries

	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Min. Salary, 12 months	$26,400	$23,200	$21,900	$20,000	$18,500	$21,994	16
Max. Salary, 12 months	$26,400	$24,100	$22,600	$20,000	$18,500	$22,581	16
Average ALL Contracts	$26,460	$23,200	$22,000	$20,450	$18,500	$22,309	21

No. of Sec. Prin. with 10 month terms 0 , 11 month terms 2 , 12 month terms 16

REGION 9

TABLE 102

Central Office Administrative Salaries Current Annual

Position	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Business Manager	$[illegible]2,193	$20,900	$17,500	$14,500	$10,500	$17,954	14
C.O. Dir./Supv.	[illegible]29,000	$20,700	$12,900	$12,900	$12,900	$20,867	3
Asst. Supt.	$27,636	$25,500	$23,873	$18,900	$18,900	$24,227	7
Superintendent	$32,800	$31,000	$29,980	$28,956	$24,000	$29,821	22

TABLE 103

Teachers Salaries and Steps in Salary Schedules

	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Bachelor's Min.	$10,300	$10,000	$ 9,800	$ 8,800	$ 8,400	$ 9,587	21
5th Year Bachelor's	$12,000	$11,400	$11,200	$11,100	$10,650	$11,285	21
Bachelor's Max.	$17,750	$16,150	$15,800	$15,350	$15,150	$15,963	22
Bachelor's Steps	35	20	19	16	10	19	18
Master's Min.	$10,900	$10,400	$10,200	$ 9,200	$ 8,800	$ 9,983	21
5th Year Master's	$12,600	$11,800	$11,600	$11,500	$11,050	$11,716	21
Master's Max.	$17,750	$16,850	$16,625	$16,300	$15,800	$16,663	22
Master's Steps	35	20	20	17	10	20	18
Master's Plus 30, Minimum	$11,800	$11,000	$10,700	$10,200	$ 9,100	$10,671	13
5th Year Master's Plus 30	$13,200	$12,200	$11,900	$11,725	$11,350	$12,071	13
Master's Plus 30, Maximum	$17,750	$17,050	$16,900	$16,400	$16,250	$16,973	14
Master's Plus 30, Steps	35	21	20	20	18	22	10
Average Teacher	$13,867	$13,509	$13,000	$12,555	$12,386	$13,127	18

REGION 9

TABLE 104

A Comparison of Monthly Salaries for Professional Positions[a]

Position	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Tchr., Master's Plus 30, Min.	$1,311	$1,222	$1,189	$1,133	$1,011	$1,186	13
Elem. Prin., Min.	$2,025	$1,858	$1,792	$1,675	$1,600	$1,790	16
Asst. Sec. Prin., Minimum	$1,725	$1,633	$1,625	$1,542	$1,542	$1,633	6
Sec. Prin., Min.	$2,200	$1,933	$1,825	$1,667	$1,542	$1,833	16
Tchr., Master's Plus 30, Max.	$1,972	$1,894	$1,878	$1,822	$1,806	$1,886	14
Elem. Prin., Max.	$2,167	$1,883	$1,792	$1,742	$1,600	$1,830	16
Asst. Sec. Prin., Maximum	$1,725	$1,633	$1,625	$1,542	$1,542	$1,636	6
Sec. Prin., Max.	$2,200	$2,008	$1,883	$1,667	$1,542	$1,882	16
Bus. Mgr., Current Avg.	$1,849	$1,742	$1,458	$1,208	$ 875	$1,496	14
Central Office Dir./Supv., Current Avg.	$2,417	$1,725	$1,075	$1,075	$1,075	$1,739	3
Asst. Supt., Current Avg.	$2,303	$2,125	$1,989	$1,575	$1,575	$2,019	7
Supt., Current Avg.	$2,733	$2,583	$2,498	$2,413	$2,000	$2,485	22

[a]Teaching salaries 9 months, all other 12 months.

REGION 9

TABLE 105

Current Payments for Head Coaching Services

Position	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Athletic Director (Part time)	$2,645	$2,000	$1,800	$1,400	$ 850	$1,758	19
Football	$2,500	$1,900	$1,700	$1,400	$1,150	$1,740	19
Basketball	$1,900	$1,400	$1,250	$1,100	$ 968	$1,337	22
Wrestling	$1,975	$1,475	$1,350	$1,125	$ 800	$1,345	21
Baseball	$1,300	$1,100	$1,000	$ 850	$ 600	$ 994	22
Track	$1,200	$1,050	$1,000	$ 900	$ 500	$ 974	15
Soccer	$1,075	$ 850	$ 700	$ 700	$ 700	$ 875	3
Tennis	$ 750	$ 600	$ 575	$ 490	$ 490	$ 608	5

TABLE 106

Current Payments for Coaching Girls Sports

Position	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Basketball	$1,713	$1,075	$ 900	$ 780	$ 600	$ 972	21
Track	$1,050	$ 700	$ 700	$ 575	$ 500	$ 737	9
Softball	$1,000	$ 850	$ 700	$ 600	$ 500	$ 715	20
Field Hockey	$1,150	$ 930	$ 700	$ 600	$ 500	$ 782	12
Volleyball	$ 898	$ 600	$ 600	$ 484	$ 484	$ 646	4
Tennis	$ 750	$ 490	$ 490	$ 490	$ 490	$ 620	2

TABLE 107

Employee-Pupil Ratios for Professional Positions, 1977-78[a]

Ratios	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Elem. Tchr.-Elem. Pupil	32.5	22.7	21.6	20.3	16.7	22.3	23
Sec. Tchr.-Sec. Pupil	36.9	29.4	27.0	25.4	19.7	28.0	23
Principal-Total Pupil	1,728	943	714	616	378	789.8	24
C.O. Admin.-Total Pupil	4,232	2,829	2,050	1,320	567	2,221.1	24
Total Prof. Staff-Total Pupil	23.2	22.0	20.8	20.4	18.3	21.1	24

[a]Information regarding the data sources for calculation of ratios and the formulas used ot calculate ratios was placed on page 14, Table 21 in footnotes a through f.

REGION 10

TABLE 108

Elementary Principal Salaries

	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Min. Salary, 12 months	$27,640	$23,100	$22,400	$21,000	$15,200	$21,925	20
Max. Salary, 12 months	$27,640	$23,700	$22,400	$21,700	$15,200	$22,585	20
Average ALL Contracts	$27,640	$22,700	$21,765	$19,611	$15,284	$21,553	28

No. of Elem. Prin. with 10 month terms 4 , 11 month terms 4 , 12 month terms 20

TABLE 109

Assistant Secondary Principal Salaries

	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Min. Salary, 12 months	$23,800	$21,000	$19,900	$18,200	$17,400	$20,300	10
Max. Salary, 12 months	$24,000	$21,200	$20,000	$18,200	$17,400	$20,800	10
Average ALL Contracts	$23,841	$21,150	$20,098	$18,200	$17,100	$20,092	18

No. of Asst. Sec. Prin. with 10 month terms 3 , 11 month terms 3 , 12 month terms 10

TABLE 110

Secondary Principal Salaries

	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Min. Salary, 12 months	$27,100	$25,000	$22,900	$21,200	$19,500	$23,357	23
Max. Salary, 12 months	$28,600	$25,700	$24,100	$22,600	$19,500	$24,152	23
Average ALL Contracts	$27,157	$25,400	$23,500	$22,363	$19,500	$23,735	28

No. of Sec. Prin. with 10 month terms 0 , 11 month terms 5 , 12 month terms 23

REGION 10

TABLE 111

Central Office Administrative Salaries Current Annual

Position	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Business Manager	$24,546	$19,500	$15,000	$13,500	$12,000	$16,917	21
C.O. Dir./Supv.	$29,000	$22,268	$21,000	$16,890	$16,890	$22,290	4
Asst. Supt.	$31,815	$30,168	$27,500	$24,546	$23,919	$28,220	9
Superintendent	$35,320	$32,000	$29,300	$28,000	$24,300	$29,872	28

TABLE 112

Teacher Salaries and Steps in Salary Schedules

	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Bachelor's Min.	$10,800	$ 9,915	$ 9,250	$ 8,200	$ 7,500	$ 9,176	25
5th Year Bachelor's	$12,500	$11,800	$11,600	$11,250	$ 9,500	$11,487	28
Bachelor's Max.	$17,350	$16,500	$15,950	$15,650	$14,200	$16,065	25
Bachelor's Steps	31	21	20	19	8	20	21
Master's Min.	$11,400	$10,400	$ 9,800	$ 8,600	$ 7,800	$ 9,725	25
5th Year Master's	$13,500	$12,250	$11,875	$11,600	$10,100	$11,905	28
Master's Max.	$17,800	$17,100	$16,650	$16,300	$14,800	$16,721	25
Master's Steps	31	21	20	19	8	20	21
Master's Plus 30, Minimum	$12,000	$10,750	$10,200	$ 9,025	$ 8,600	$10,207	19
5th Year Master's Plus 30	$14,000	$12,550	$12,175	$11,650	$10,100	$12,213	19
Master's Plus 30, Maximum	$18,600	$17,900	$17,200	$16,452	$15,400	$17,248	18
Master's Plus 30, Steps	31	23	21	19	8	21	15
Average Teacher	$15,034	$13,534	$13,200	$12,887	$11,000	$13,260	25

REGION 10

TABLE 113

A Comparison of Monthly Salaries for Professional Positions[a]

Position	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Tchr., Master's Plus 30, Min.	$1,333	$1,194	$1,133	$1,003	$ 956	$1,134	19
Elem. Prin., Min.	$2,300	$1,925	$1,867	$1,750	$1,267	$1,827	20
Asst. Sec. Prin., Minimum	$1,983	$1,750	$1,658	$1,517	$1,450	$1,692	10
Sec. Prin., Min.	$2,258	$2,083	$1,908	$1,767	$1,625	$1,946	23
Tchr., Master's Plus 30, Max.	$2,067	$1,989	$1,911	$1,828	$1,711	$1,916	18
Elem. Prin., Max.	$2,300	$1,975	$1,867	$1,808	$1,267	$1,882	20
Asst. Sec. Prin., Maximum	$2,000	$1,767	$1,667	$1,517	$1,450	$1,733	10
Sec. Prin., Max.	$2,833	$2,142	$2,008	$1,883	$1,625	$2,013	23
Bus. Mgr., Current Avg.	$2,046	$1,625	$1,250	$1,125	$1,000	$1,410	21
Central Office Dir./Supv., Current Avg.	$2,417	$1,856	$1,750	$1,408	$1,408	$1,857	4
Asst. Supt., Current Avg.	$2,651	$2,514	$2,292	$2,046	$1,993	$2,352	9
Supt., Current Avg.	$2,943	$2,667	$2,442	$2,333	$2,025	$2,489	28

[a]Teaching salaries 9 months, all others 12 months.

REGION 10

TABLE 114

Current Payments for Head Coaching Services

Position	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Athletic Director (Part time)	$2,400	$1,681	$1,200	$1,000	$ 450	$1,417	18
Football	$2,525	$1,780	$1,500	$1,300	$1,000	$1,580	25
Basketball	$2,825	$1,515	$1,200	$1,100	$ 800	$1,346	26
Wrestling	$2,225	$1,365	$1,200	$ 975	$ 850	$1,250	23
Baseball	$1,282	$ 890	$ 775	$ 635	$ 375	$ 791	26
Track	$1,285	$ 900	$ 775	$ 675	$ 500	$ 834	22
Soccer	$ 890	$ 825	$ 550	$ 500	$ 500	$ 691	4
Tennis	$ 825	$ 481	$ 410	$ 375	$ 250	$ 508	9

TABLE 115

Current Payments for Coaching Girls Sports

Position	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Basketball	$1,100	$ 945	$ 800	$ 700	$ 525	$ 833	26
Track	$1,015	$ 750	$ 675	$ 550	$ 300	$ 676	16
Softball	$ 975	$ 675	$ 600	$ 480	$ 300	$ 602	16
Field Hockey	$ 975	$ 750	$ 625	$ 425	$ 425	$ 689	6
Volleyball	$ 975	$ 600	$ 500	$ 400	$ 300	$ 559	17
Tennis	$ 800	$ 500	$ 410	$ 300	$ 300	$ 476	8

TABLE 116

Employee-Pupil Ratios for Professional Positions, 1977-78[a]

Ratios	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Elem. Tchr.-Elem. Pupil	27.0	22.8	21.3	20.2	17.8	21.7	28
Sec. Tchr.-Sec. Pupil	43.3	30.6	28.7	26.7	21.5	29.5	28
Principal-Total Pupil	1,152	788	666	591	410	717.8	29
C.O. Admin.-Total Pupil	5,862	2,124	1,603	1,182	696	1,914.3	28
Total Prof. Staff-Total Pupil	29.5	22.8	22.2	20.4	18.4	22.1	29

[a]Information regarding the data sources for calculation of ratios and the formulas used to calculate ratios was placed on page 14, Table 21, in footnotes a through f.

REGION 11

TABLE 117

Elementary Principal Salaries

	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Min. Salary, 12 months	$25,500	$22,600	$21,100	$20,000	$16,500	$21,769	13
Max. Salary, 12 months	$25,500	$23,500	$22,600	$20,500	$20,000	$22,577	13
Average ALL Contracts	$25,500	$23,817	$22,534	$20,000	$19,750	$22,435	19

No. of Elem. Prin. with 10 month terms 0 , 11 month terms 6 , 12 month terms 13

TABLE 118

Assistant Secondary Principal Salaries

	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Min. Salary, 12 months	$22,791	$20,700	$20,300	$19,000	$16,500	$20,125	8
Max. Salary, 12 months	$22,791	$21,500	$20,700	$19,000	$16,500	$20,600	8
Average ALL Contracts	$22,791	$21,400	$20,650	$18,600	$16,515	$20,269	16

No. of Asst. Sec. Prin. with 10 month terms 2 , 11 month terms 6 , 12 month terms 8

TABLE 119

Secondary Principal Salaries

	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Min. Salary, 12 months	$27,900	$23,600	$21,900	$21,000	$20,200	$22,867	15
Max. Salary, 12 months	$32,200	$25,400	$23,000	$21,500	$21,000	$23,980	15
Average ALL Contracts	$28,400	$25,372	$23,665	$21,806	$20,965	$23,879	20

No. of Sec. Prin. with 10 month terms 1 , 11 month terms 4 , 12 month terms 15

REGION 11

TABLE 120

Central Office Administrative Salaries Current Annual

Position	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Business Manager	$32,000	$20,650	$19,231	$16,600	$10,600	$19,851	12
C.O. Dir./Supv.	$30,225	$22,481	$12,100	$12,100	$12,100	$21,602	3
Asst. Supt.	$35,000	$27,467	$23,861	$23,159	$20,900	$26,336	8
Superintendent	$40,000	$33,510	$29,500	$28,442	$26,000	$31,131	20

TABLE 121

Teachers Salaries and Steps in Salary Schedules

	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Bachelor's Min.	$10,650	$ 9,883	$ 9,600	$ 9,000	$ 7,900	$ 9,486	23
5th Year Bachelor's	$12,000	$11,800	$11,530	$11,200	$11,050	$11,571	22
Bachelor's Max.	$18,150	$16,475	$15,900	$15,200	$14,050	$16,065	22
Bachelor's Steps	31	19	17	16	13	18	21
Master's Min.	$11,100	$10,377	$10,000	$ 9,300	$ 8,200	$ 9,901	23
5th Year Master's	$12,600	$12,150	$11,975	$11,800	$11,550	$12,008	22
Master's Max.	$18,750	$17,150	$16,900	$16,100	$14,750	$16,889	22
Master's Steps	31	20	18	16	14	19	21
Master's Plus 30, Minimum	$11,700	$10,700	$10,200	$ 9,750	$ 8,925	$10,264	16
5th Year Master's Plus 30	$13,200	$12,600	$12,350	$11,950	$11,875	$12,421	16
Master's Plus 30, Maximum	$18,909	$18,400	$17,250	$16,700	$15,150	$17,494	16
Master's Plus 30, Steps	26	19	19	17	15	19	13
Average Teacher	$15,230	$14,128	$13,375	$12,553	$12,074	$13,523	22

REGION 11

TABLE 122

A Comparison of Monthly Salaries for Professional Positions[a]

Position	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Tchr., Master's Plus 30, Min.	$1,300	$1,189	$1,133	$1,083	$ 992	$1,140	16
Elem. Prin., Min.	$2,125	$1,883	$1,758	$1,667	$1,375	$1,814	13
Asst. Sec. Prin., Minimum	$1,892	$1,725	$1,692	$1,583	$1,375	$1,677	8
Sec. Prin., Min.	$2,325	$1,967	$1,825	$1,750	$1,683	$1,906	15
Tchr., Master's Plus 30, Max.	$2,101	$2,044	$1,917	$1,856	$1,683	$1,944	16
Elem. Prin., Max.	$2,125	$1,958	$1,883	$1,708	$1,667	$1,881	13
Asst. Sec. Prin., Maximum	$1,892	$1,792	$1,725	$1,583	$1,375	$1,717	8
Sec. Prin., Max.	$2,683	$2,117	$1,917	$1,792	$1,750	$1,998	15
Bus. Mgr., Current Avg.	$2,667	$1,721	$1,603	$1,383	$ 883	$1,654	12
Central Office Dir./Supv., Current Avg.	$2,519	$1,873	$1,008	$1,008	$1,008	$1,800	3
Asst. Supt., Current Avg.	$2,917	$2,450	$2,047	$1,930	$1,742	$2,248	8
Supt., Current Avg.	$3,333	$2,793	$2,458	$2,370	$2,167	$2,594	20

[a]Teaching salaries 9 months, all others 12 months.

REGION 11

TABLE 123

Current Payments for Head Coaching Services

Position	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Athletic Director (Part time)	$3,250	$1,600	$1,400	$1,100	$ 450	$1,483	17
Football	$2,760	$1,815	$1,650	$1,516	$1,085	$1,738	20
Basketball	$2,525	$1,656	$1,490	$1,295	$ 875	$1,545	22
Wrestling	$2,020	$1,600	$1,482	$1,277	$ 340	$1,450	19
Baseball	$1,490	$1,103	$ 850	$ 766	$ 630	$ 977	15
Track	$2,600	$1,172	$1,000	$ 824	$ 440	$1,123	17
Soccer	$1,300	$1,300	$1,300	$1,300	$1,300	$1,300	1
Tennis	$1,000	$ 850	$ 486	$ 385	$ 300	$ 609	8

TABLE 124

Current Payments for Coaching Girls Sports

Position	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Basketball	$1,875	$1,200	$ 900	$ 800	$ 383	$1,031	21
Track	$1,500	$ 925	$ 824	$ 600	$ 500	$ 876	14
Softball	$1,000	$ 888	$ 786	$ 500	$ 300	$ 709	16
Field Hockey	$1,000	$1,000	$1,000	$1,000	$1,000	$1,000	1
Volleyball	$ 936	$ 700	$ 600	$ 300	$ 175	$ 588	14
Tennis	$1,000	$ 834	$ 486	$ 300	$ 300	$ 655	4

TABLE 125

Employee-Pupil Ratios for Professional Positions, 1977-78[a]

Ratios	99% ile	75% ile	Median	25% ile	1st% ile	Mean	n
Elem. Tchr.-Elem. Pupil	22.8	21.9	20.4	19.1	13.0	20.2	23
Sec. Tchr.-Sec. Pupil	38.0	28.9	27.0	25.4	21.1	28.3	23
Principal-Total Pupil	2,351	1,184	814	555	451	989.6	23
C.O. Admin.-Total Pupil	6,349	2,487	1,752	1,059	614	2,220.2	23
Total Prof. Staff-Total Pupil	25.6	22.3	20.4	18.9	17.3	20.9	23

[a]Information regarding the data sources for calculation of ratios and the formulas used to calculate ratios was placed on page 14, Table 21, in footnotes a through f.

The Relationship of School District Size and Wealth to Staff and Salary Variables

Administrative decision makers within a school district should analyze numerous factors affecting conditions in their district in order to arrive at points of agreement concerning staffing and salary policies. Comparative data providing information on the nature and range of benefits are always considered important in evaluating proposals. Analysis using the range and nature of benefits does not individualize the data to the district, but merely sets the parameters for thought and discussion.

Two additional factors which begin to personalize the data for districts are those of organization size and economic condition. These differences in size and relative wealth are fundamentally accepted in that all general tax support programs utilize these two variables, singly or in combination, to assist states in their attempt at equal distribution of public funds.

Due to the above assumptions regarding size and wealth, there is general agreement by professionals, the public, and school administrators that these variables do make a difference in many aspects of school district operation. In order to test these assumptions, statistical techniques were used to analyze the data submitted in relation to the variables of size and wealth.

The statistical technique utilized in this report was the Pearson product moment correlation coefficient. This statistical tool compares the interval type data representing each dependent variable and the interval data of the control variables of size and wealth. Size was defined as the school district WADM, while wealth was measured in relation to the Act 59 MV/PI aid ratio. Pearson correlations, represented by r's, express the relationship between variables. The theoretical range for r is from + 1.0000 to - 1.0000, with the negative sign indicating an inverse relationship between variables. Another analysis of the relationship between dependent variables and size and wealth is provided by the size and wealth groups presented in appropriate tables by this publication. Using r plus the degrees of freedom (equals n-2), the level of significance can be determined. Level of significance is a measure of the possibility of the relationship occurring by chance, such as .05 indicates that five times out of 100 the relationship could have occurred by chance. Relationships are normally required to exceed the .05 level in order to be judged significant and not to have occurred due to chance.

Forty-two variables were analyzed with respect to the school district size and wealth. Of the possible 84 relationships, 79 were found to have a statistically significant relationship. A .05 level of significance was used to define statistically significant relationships. In an effort to analyze the relationships involved, the format of this report was divided into the general groups analyzed.

Administrative, Teacher, and Coaching Salaries

Data on administrative salaries continued to follow the same trend established during the past seven years. The salaries in Table 126 for business manager, assistant superintendent, and superintendent were significantly related to size and wealth. The correlation coefficient for size was larger for each position than the coefficients for wealth, thereby indicating school district size was a better predictor of the top level administration salaries. Thus, larger school districts paid higher salaries for the administrative positions analyzed.

TABLE 126

The Relationships Between Administrative and Teacher, Salary Variables and School District Size and Wealth

Variable	Dominant Relationship	r	Significance
Administrative			
Elem. Prin., Min.	Wealth	-.1699	.004
Elem. Prin., Max.	Size	.4619	.001
Elem. Prin., Max.	Wealth	-.4708	.001
Elem. Prin., Avg.	Size	.2810	.001
Elem. Prin., Avg.	Wealth	-.3597	.001
Asst. Sec. Prin., Min.	Size	.1275	.038
Asst. Sec. Prin., Min.	Wealth	-.1457	.021
Asst. Sec. Prin., Max.	Size	.5048	.001
Asst. Sec. Prin., Max.	Wealth	-.4210	.001
Asst. Sec. Prin., Avg.	Size	.3841	.001
Asst. Sec. Prin., Avg.	Wealth	-.3295	.001
Sec. Prin., Min.	Size	.2130	.001
Sec. Prin., Min.	Wealth	-.3061	.001
Sec. Prin., Max.	Size	.6267	.001
Sec. Prin., Max.	Wealth	-.5845	.001
Sec. Prin., Avg.	Size	.5301	.001
Sec. Prin., Avg.	Wealth	-.5166	.001
Business Manager	Size	.5859	.001
Business Manager	Wealth	-.4632	.001
C. O. Dir./Supv.	Size	.5345	.001
C. O. Dir./Supv.	Wealth	-.3672	.001
Asst. Superintendent	Size	.4048	.001
Asst. Superintendent	Wealth	-.3875	.001
Superintendent	Size	.6810	.001
Superintendent	Wealth	-.5553	.001

TABLE 126 (continued)

Variable	Dominant Relationship	r	Significance
Teachers			
Bachelor's, Min.	Size	.1650	.004
Bachelor's, Min.	Wealth	-.2967	.001
Bachelor's, 5th Year	Size	.3525	.001
Bachelor's, 5th Year	Wealth	-.2805	.001
Bachelor's, Max.	Size	.4674	.001
Bachelor's, Max.	Wealth	-.4301	.001
Master's, Min.	Size	.2031	.001
Master's, Min.	Wealth	-.3786	.001
Master's, 5th Year	Size	.4045	.001
Master's, 5th Year	Wealth	-.4117	.001
Master's, Max.	Size	.5133	.001
Master's, Max.	Wealth	-.5354	.001
Master's + 30, Min.	Size	.1936	.003
Master's + 30, Min.	Wealth	-.4078	.001
Master's + 30, 5th Year	Size	.3922	.001
Master's + 30, 5th Year	Wealth	-.4881	.001
Master's + 30, Max.	Size	.4974	.001
Master's + 30, Max.	Wealth	-.5807	.001
Avg. Teacher's Salary	Size	.4728	.001
Avg. Teacher's Salary	Wealth	-.4411	.001

TABLE 127

The Relationships Between Coaching Payments and School District Size and Wealth

Variable	Dominant Relationships	r	Significance
Activity			
Athletic Director	Size	.4068	.001
Athletic Director	Wealth	-.3819	.001
Boys' Football	Size	.4709	.001
Boys' Football	Wealth	-.3391	.001
Boys' Basketball	Size	.3202	.001
Boys' Basketball	Wealth	-.2907	.001
Boys' Wrestling	Size	.4088	.001
Boys' Wrestling	Wealth	-.2600	.001
Boys' Baseball	Size	.2959	.001
Boys' Baseball	Wealth	-.3174	.001
Boys' Track	Size	.3005	.001
Boys' Track	Wealth	-.2825	.001
Boys' Tennis	Size	.3341	.001
Boys' Tennis	Wealth	-.2870	.001
Boys' Soccer	Size	.5104	.001
Boys' Soccer	Wealth	-.4829	.001
Girls' Softball	Size	.2606	.001
Girls' Softball	Wealth	-.2900	.001
Girls' Volleyball	Size	.1858	.011
Girls' Tennis	Size	.3637	.001
Girls' Tennis	Wealth	-.2728	.002
Girls' Basketball	Size	.2493	.001
Girls' Basketball	Wealth	-.3007	.001
Girls' Track	Size	.2832	.001
Girls' Track	Wealth	-.2822	.001
Girls' Field Hockey	Size	.2567	.004
Girls's Field Hockey	Wealth	-.3686	.001

Principal salaries were significantly related to school district size and wealth; however, wealth was usually the dominant relationship. As indicated in Table 126, the correlation coefficient for wealth was usually larger than for size; thus, wealth was the best predictor of principal salaries. Negative correlation coefficients for wealth indicated principals were paid higher salaries in wealthy districts. It was interesting to note that correlations for principals and teachers were most often highest for wealth rather than size. The top level for administrator salaries was found to have size as the dominant relationship. Moreover, principal salaries appear to be based more on teacher salaries than on upper level administrative salaries. The relationships for size and wealth with salaries could be used to make inferences regarding the value of the management team concept. The management team concept, it appears, is of value to central office administrators, but has not at this time affected salary patterns for principals.

Teacher salaries were significantly related to size and wealth for twenty of the teacher salary variables. Ten teacher salary variables were presented in Table 126, where wealth was found to be the dominant relationship. Teachers in larger districts received higher salaries as indicated by the positive coefficient in size. Again, this may be interpreted as due in part to urban locations and the power of urban teacher bargaining organizations. Furthermore, teacher salaries were higher in wealthy districts, thereby implying that teachers were able to bargain for higher salaries where funds were available. Note the correlation coefficients for teacher and administrator salaries were high in many cases, indicating strong relationships with size and wealth.

Coaching Payments

In the area of coaching payments, most salaries were significantly related to size and wealth of school districts as illustrated in Table 127. The coefficients for size were usually higher than wealth indicating the greater influence of size. Larger districts were found to pay higher salaries. Previously, reports have suggested that wealth, as related to teacher salaries, was a product of the collective bargaining process. Thus, the dominant influence of district size indicated bargaining had not influenced activity payments. The tradition of coaches from larger districts receiving higher compensation has remained constant over the years. The influence of powerful teacher unions in large school districts could have influenced the size correlation coefficients.

Professional Staffing

During the past years significant relationships existed between all staffing variables and district wealth with an exception noted for 1975-76. The data for this report indicated partial agreement for the previous analyses (see Table 128). The wealth of a district does influence the staffing patterns significantly for five of the professional ratios. Wealthy school districts tend to have better staffing patterns and lower class size than districts of low financial resources.

The size of school districts had an effect on staff for two of the professional ratios. The best indication of the size and staffing relationship can be found in Table 22. Factors such as collective bargaining, district wealth, and district location may be influencing the results found with size. The Pearson correlation appears to have been influenced by several of these factors producing a coefficient that did not reflect the total relationship.

TABLE 128

The Relationship Between Professional Staff Ratios and School District Size and Wealth

Variable	Dominant Relationship	r	Significance
Professional			
Pupil/Elem. Tchr. Ratio	Wealth	.1242	.020
Pupil/Sec. Tchr. Ratio	Wealth	.1435	.009
Pupil/Principal Ratio	Size	-.1082	.037
Pupil/Principal Ratio	Wealth	.3742	.001
Pupil/Central Office Ratio	Size	.5094	.001
Pupil/Central Office Ratio	Wealth	.1410	.010
Pupil/Total Professional Staff Ratio	Wealth	.2702	.001

SUMMARY

This study was to supply comparative staff and salary data to member districts and to provide broad insights into the relationships between district characteristics and personnel benefits. The two control variables of school district size and economic conditions were chosen on the basis of their common use in day-to-day comparisons. The reader should note that several staff and benefit variables tend to cluster in their relationship with size and wealth. Thus, the tables using size and wealth groups provide insight into specific relationships.

Higher level administrative salaries are clearly correlated to district size especially in the case of superintendents. The fact that the principal salary relationships was closed to the teachers than to the central office administrators is worthy of note. This is an indication that many principals are not considered as part of management when determining salaries. It appears that whatever benefits principals may be receiving is due more to the increases of teachers' salaries than to their inclusion on the management team.

In conclusion, the authors hope that the comparative data and the relationships among variables discussed in this report will enhance the rational basis of educational bargaining in Pennsylvania.

APPENDIX A

SIZE CLASSIFICATIONS

Class	Size	Number of Districts
Class S1 (Small)	1700 or Lower WADM	35
Class S2	A WADM of 1701 to 2200	35
Class S3	A WADM of 2201 to 2725	35
Class S4	A WADM of 2726 to 3275	34
Class S5	A WADM of 3276 to 3850	33
Class S6	A WADM of 3851 to 4750	35
Class S7	A WADM of 4751 to 6450	34
Class S8 (Large)	A WADM of 6451 to 18,535	34
	TOTAL	275

WEALTH CLASSIFICATIONS

Class	Wealth	Number of Districts
Class W8 (Low)	Aid Ratio of .7350 or more	34
Class W7	Aid Ratio Between .6902 and .7349	35
Class W6	Aid Ratio Between .6502 and .6901	34
Class W5	Aid Ratio Between .6102 and .6501	35
Class W4	Aid Ratio Between .5602 and .6101	34
Class W3	Aid Ratio Between .5076 and .5601	34
Class W2	Aid Ratio Between .4051 and .5075	35
Class W1	Aid Ratio of .4050 and less	34
	TOTAL	275

CLASSIFICATION OF DISTRICTS BY REGIONS

District	Size	Wealth	District	Size	Wealth
REGION 1			REGION 1 (con't)		
Beaver Valley I. U. #27	4	5	Mars	4	5
Big Beaver Falls	6	5	Millcreek Township	8	1
Butler Area	8	3	North East	3	3
Centre Area	5	2	Northwestern	4	8
Comm. College of Beaver Co.	4	5	Northwest Tri-Co. I.U.#5	4	5
Corry Area	5	6	Oil City Area	6	5
Cranberry Area	3	7	Penncrest	7	8
Ellwood City Area	5	5	Rochester Area	3	5
Erie	8	1	Sharpsville Area	2	4
Fairview	3	2	Slippery Rock Area	4	5
Fort Leboeuf	4	6	South Butler Co.	6	5
Franklin Area	6	6	Southwest Butler Co.	7	5
Freeport Area	4	6	Titusville Area	6	7
Greenville Area	4	3	Union City Area	2	8
Grove City Area	4	5	Valley Grove	2	7
Harbor Creek	5	5	Warren County	8	6
Hopewell Area	7	5	Wattsburg	4	7
Laurel	2	7	Western Beaver Co.	2	7

District	Size	Wealth
REGION 2		
Allegheny I. U. #3	7	2
Avonworth	2	3
Babcock	4	3
Bethel Park	8	3
Brentwood Borough	2	2
Chartiers Valley	7	1
Churchill Area	7	1
Elizabeth Forward	7	6
Fox Chapel Area	7	1
Gateway	8	2
Hampton Township	5	2
Highlands	7	3
Keystone Oaks	7	2
Moon Area	7	2
Mt. Lebanon	8	1
North Allegheny	8	2
Northgate	4	3
Quaker Valley	3	1
Riverview	2	2
Shaler Area	8	3
South Park	4	5
Swissvale Area	3	2
Upper St. Clair	7	2
West Jefferson Hills	7	3
REGION 3		
Belle Vernon Area	6	5
Burrell	5	4
Canon-McMillan	7	5
Connellsville Area	8	8
Franklin Regional	7	4
Greater Latrobe	7	4
Hempfield Area	8	4
Intermediate Unit #1	7	4
Kiski Area	8	5
Laurel Highlands	7	6
McGuffey	4	7
Monessen	2	2
New Kensington-Arnold	6	4
Norwin	8	5
Peters Township	6	3
Ringgold	7	5
Trinity Area	7	3
Washington	4	3
West Greene	1	7
Westmoreland I. U. #7	7	4

District	Size	Wealth
REGION 4		
Athens Area	6	7
Austin Area	1	7
BLaST I. U. #17	1	8
Bradford Area	7	5
Cameron County	2	6
Canton Area	2	8
East Lycoming	3	6
Galeton Area	1	7
Jersey Shore Area	6	8
Johnsonburg Area	1	7
Kane Area	3	7
Montgomery Area	1	5
Montoursville Area	5	3
Muncy	1	3
Northeast Bradford	1	8
Northern Tioga	7	8
Oswayo Valley	1	8
Otto-Eldred	1	8
Port Allegany	2	5
Ridgway Area	2	5
Sayre Area	3	8
Seneca Highlands I.U.#9	1	8
Smethport Area	2	8
Southern Tioga	5	6
St. Marys Area	5	2
Sullivan County	1	4
Towanda Area	4	5
Troy Area	4	7
Wellsboro	4	5
Williamsport Area	8	4
Wyalusing Area	3	7
REGION 5		
Abington Heights	6	3
Blue Ridge	2	7
Carbondale Area	3	5
Dallas	6	4
Dunmore Area	4	5
Elk Lake	2	6
Forest City Regional	1	5
Greater Nanticoke Area	6	8
Hanover Area	4	4
Hazleton Area	8	3
Lackawanna Trail	1	6
Lakeland	3	7
Lake-Lehman	4	5
Mid Valley	2	2
Montrose Area	4	6
Mountain View	1	5

District	Size	Wealth
REGION 5 (con't)		
Northeastern Educ. I. U. #19	3	5
North Pocono	7	4
Northwest Area	2	7
Old Forge	1	6
Pittston Area	7	5
Riverside	3	6
Scranton	8	4
Susquehanna Community	1	8
Tunkhannock Area	6	4
Valley View	5	7
Wallenpaupack	3	1
Wayne Highlands	6	3
Western Wayne	3	1
Wilkes-Barre Area	8	3
REGION 6		
Allentown	8	2
Bangor	5	3
Boyertown Area	8	3
Bristol Township	8	3
Bucks Co. I. U. #22	8	1
Central Bucks	8	1
Cheltenham Township	7	1
Colonial	8	1
Colonial Northampton I.U. #20	8	1
Delaware Co. I. U. #25	8	1
Delaware Valley	2	1
Easton Area	8	3
East Penn	8	2
East Stoudsburg Area	4	1
Jim Thorpe Area	1	1
Kennett Consolidated	4	1
Lehigh School Study Council	8	1
Lehighton Area	5	6
Lower Moreland	5	1
Nazareth Area	5	2
Neshaminy	8	2
Northampton Area	8	4
Northern Lehigh	3	7
Palmerton Area	3	3
Parkland	8	1
Pen Argyl Area	3	4
Pleasant Valley	3	1
Pocono Mountain	6	1
Pottstown	6	3
Quakertown Community	6	1
Saucon Valley	3	2
Southern Lehigh	5	3
Stroudsburg Area	6	1

District	Size	Wealth
REGION 6 (con't)		
Upper Perkiomen	5	2
Whitehall-Coplay	6	1
William Penn	8	2
Wilson Area	3	3
REGION 7		
Annville-Cleona	3	4
Berks Co. I. U. #14	7	2
Brandywine Heights Area	3	4
Cornwall-Lebanon	7	3
Daniel Boone Area	4	3
Ephrata Area	6	2
Exeter Township	5	2
Fleetwood Area	2	2
Governor Mifflin	7	2
Kutztown Area	3	2
Lancaster Co. AVTS	7	2
Lancaster-Leb. I.U. #13	7	2
Manheim Central	5	2
Penn Manor	7	2
Reading	8	4
Wilson	7	1
Wyomissing Area	2	1
REGION 8		
Bermudian Springs	2	4
Big Spring	6	6
Camp Hill	1	1
Capitol Area I. U. #15	6	1
Carlisle Area	8	4
Central Dauphin	8	2
Central York	6	1
Chambersburg Area	8	3
Conewago Valley	4	3
Cumberland Valley	8	1
Dallastown Area	7	2
Derry Township	5	1
Dover Area	6	5
Fairfield Area	1	1
Gettysburg Area	6	1
Hanover Public	3	1
Littlestown Area	2	5
Lower Dauphin	6	3
Mechanicsburg Area	7	3
Middletown Area	5	4
Northeastern York	6	5
Northern York Co.	4	4

District	Size	Wealth
REGION 8 (con't)		
Shippensburg Area	5	4
South Eastern	3	4
Southern York Co.	5	4
South Western	5	2
Spring Grove Area	7	4
Steelton-Highspire	2	2
Susquehanna Township	4	1
Susquenita	4	7
Tuscarora	6	6
West Shore	8	2
West York Area	5	1
York Co. AVTS	6	1
York Suburban	6	1
REGION 9		
Benton Area	1	6
Berwick Area	7	5
Bloomsburg Area	4	3
Blue Mountain	5	3
Central Columbia	4	4
Central Susquehanna I.U. #16	1	6
Danville Area	5	4
Halifax Area	1	6
Lewisburg Area	3	2
Line Mountain	2	7
Midd-West	5	6
Mifflinburg Area	3	6
Millersburg Area	1	6
Millville Area	1	7
Milton Area	6	5
Minersville Area	2	7
Mount Carmel Area	3	7
Pottsville Area	6	6
Saint Clair Area	1	7
Schuylkill Haven Area	1	3
Schuylkill I.U. #29	1	6
Selinsgrove Area	5	4
Shamokin Area	6	8
Shikellamy	7	6
Tamaqua Area	5	5
Tri Valley	1	6
Upper Dauphin Area	2	6
Warrior Run	4	6
Williams Valley	2	7

District	Size	Wealth
REGION 10		
Altoona Area	8	5
Appalachia I. U. #8	1	8
Bedford Area	5	4
Bellwood-Antis	2	4
Berlin Brothersvalley	1	6
Blacklick Valley	1	8
Cambria Heights	4	8
Central Cambria	4	4
Chestnut Ridge	3	7
Claysburg-Kimmel	1	6
Everett Area	3	5
Ferndale Area	1	7
Forest Hills	6	8
Greenwood	1	5
Hollidaysburg Area	7	4
Huntingdon Area	5	4
Juniata County	6	7
Juniata Valley	1	8
Meyersdale Area	2	8
Mount Union Area	3	8
Newport	2	8
Northern Bedford Co.	1	8
Penn Cambria	4	8
Portage Area	2	7
Rockwood Area	1	6
Somerset Area	5	4
Southern Fulton	1	7
Southern Huntingdon Co.	2	8
Spring Cove	4	6
Tussey Mountain	2	8
Tyrone	4	7
Westmont Hilltop	6	2
Williamsburg Community	1	7
REGION 11		
Bald Eagle Area	5	8
Bellefonte Area	6	6
Blairsville-Saltsburg	5	7
Brockway Area	2	6
Brookville Area	4	5
Central I. U. #10	3	8
Clarion Area	1	2
Clarion Manor I. U. #6	3	8
Clearfield Area	7	7
Curwensville Area	2	7
DuBois Area	7	4
Forest Area	1	3
Indiana Area	7	2

District	Size	Wealth
REGION 11 (con't)		
Keystone	2	8
Keystone Central	8	6
Marion Center Area	3	8
Moshannon Valley	3	8
Penns Valley Area	3	6
Philipsburg-Osceola Area	6	8
Punxsutawney Area	7	8
Purchase Line	2	8
Redbank Valley	3	8
State College Area	8	1
Union	1	8
West Branch Area	3	8